



## NEWS: EUROPE

# Industry leaders close ranks over Fiat ruling

By Paul Betts in Milan

Italy's industrial establishment yesterday closed ranks around Mr Cesare Romiti, chairman of Fiat, as part of a growing lobby to resolve the judicial headaches facing Italian businesses over the illicit funding of political parties in the last decade.

Mr Romiti and Mr Francesco Paolo Mattioli, Fiat's chief financial officer, were found guilty on Wednesday by a Turin judge of falsifying accounts for alleged political payments and given suspended prison sentences. Both

are appealing. Confindustria, the Italian employers' confederation, issued a statement saying it was confident that Mr Romiti and Mr Mattioli would prove their innocence and emphasising "the central role Fiat and its top managers play in the country's productive system".

Mr Giovanni Agnelli, Fiat's honorary chairman and patriarch of the car group's controlling family, also backed the two top executives saying he was confi-

dent the appeals court would confirm their innocence. His statement suggests that Mr Romiti will remain chairman until his retirement next year.

Mr Sergio Pininfarina, a former head of Confindustria, said the sentences did not take into account the political environment Italian businessmen have had to work in, or the "huge merits" of Mr Romiti.

Mr Silvio Berlusconi, the former prime minister and media

tycoon under investigation himself, said: "I am sorry because I know full well that for many enterprises it was necessary to make these payments to be able to go on working." Mr Romiti's and Mr Mattioli's defence is that they were not aware of the alleged accounting irregularities committed by some of the group's more than 1000 subsidiaries. Mr Vittorio Chiusano, Fiat's lawyer, has also insisted on

the discrepancy between the severity of the convictions and the relatively small amount of alleged political payments made by Fiat. The alleged sum of around £20m to £30m (\$12m-\$18m) appeared irrelevant compared with the group's annual turnover of £75,000m (£46.49bn). Mr Chiusano argued.

A member of Mr Berlusconi's Forza Italia rightwing opposition party yesterday revived a proposal to change the law to make falsification of balance sheets an

administrative rather than criminal offence. Moves to amend the law have so far been blocked.

The magistrates, who launched in 1992 the *mani pulite* - "clean hands" - campaign that uncovered widespread corruption and shook the political system, have vigorously defended their actions against repeated accusations of overstepping their mark.

A leftwing union leader yesterday noted that many of the problems facing Italy today resulted

from the "pervasive relationship" between politics and industry.

"There has been much discussion about the blame of our politicians but little over the faults of our industrial system," he added.

Mr Romiti yesterday faced fresh problems. A Rome public prosecutor called for the Fiat chairman together with Mr Mattioli and Mr Umberto Belotti, the former head of Fiat's Rome office, to stand trial over political bribery allegations connected with contracts for the Rome metro between 1983 and 1992.

Lex: Page 16

## Prodi seeks unity with confidence vote

By Robert Graham

Mr Romano Prodi, the Italian prime minister, yesterday began the uphill task of repairing damage caused by the split among the parties backing the centre-left government over sending troops to Albania.

To re-establish a sense of unity, he initiated a confidence debate on his government's programme.

Mr Prodi was instructed to do so on Wednesday night by President Oscar Luigi Scalfaro after the president rejected the idea of Mr Prodi offering his resignation after the government lost its majority on the Albanian issue.

A confidence motion, proposed by the government, is a traditional means whereby weak governments seek to re-establish their majority. The debate in both houses of parliament will wind up in the chamber of deputies on Saturday.

Commentators expect the government will survive the vote. This is because the rebellious members of Reconstructed Communism (RC) who broke ranks and opposed the despatch of troops to lead a multinational mission to Albania, say they have no wish to

bring down the government.

The somersaults of the hard-line communists underline their reluctance to bring about an early election.

But it also emphasises the precarious nature of Mr Prodi's government's parliamentary majority.

Mr Fausto Bertinotti, the RC leader, while announcing his support for the confidence motion, repeated his objections to cuts in welfare spending and a reform of national financial package.

A shake-up of the welfare system and removing the state pensions system are central pieces of the government's budget strategy. Mr Prodi yesterday emphasised this point in seeking a vote of confidence. The essential weakness of the government's position is the lack of any credible commitment by RC to compromise over pensions and welfare.

Yesterday deputies in the Party of the Democratic Left (PDS), the dominant partner in the government, voiced concern that the confidence debate was taking place without any prior attempt to force concessions from RC.

Unfortunately for the government, Mr Bertinotti appears to have won the

said. This leaves RC to continue its maverick role.

Since the government was formed last May, Mr Bertinotti has refused to endorse the government's programme, and has successfully used the threat of withdrawing the support of his 35 deputies to extract concessions.

He has stalled privatisation, prevented welfare cuts in the original 1997 budget and obliged Mr Prodi last month to adopt a bland constitutional financial package.

It seems Mr Bertinotti's decision to break ranks with the government over Albania owed much to his fear that the parliamentary commission on constitutional reform was moving towards a deal to eliminate completely proportional representation from the electoral system. This would mean small parties like RC being pushed off the political map.

Equally, the Albanian crisis has owed something to Mr Massimo D'Alema, leader of the PDS, deciding to take a stand against RC on an issue which was not liable to alarm the financial markets too much.

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AP reports in Tirana: The heir to Albania's monarchy is expected to visit his homeland this weekend, the government said. Self-proclaimed King Leka, who left Albania in 1939 when he was three days old with his father, King Zog, plans to meet supporters and government officials in Tirana.

Mr Spartak Ngjela, justice minister, said Leka had valid identification papers, unlike

in 1933, when police refused to recognise his royal passport and turned him away during his first attempt to visit the country after the communist regime collapsed.

He has lived in several countries, but since 1980 he has made his base in South Africa in a suburb of Johannesburg. He is an exporter of minerals and heavy machinery to the Middle East and Asia.

ANSA said yesterday, The

defence ministry declined to confirm details of the report but said some men were scheduled to leave Italy by sea yesterday.

• The government had one piece of good news yesterday when local transport work-

ers decided to call off a strike following outline agreement on plans to revitalise the sector. Workers threatened the protest to highlight their anger over delayed wage deals and underfunded transport systems.

## Industry vents fury at budget

By Robert Graham

The full wrath of Italy's business community was yesterday directed against the government in an unprecedented "sit-in" staged in protest at economic policy, particularly measures in the recent mini-budget.

More than 2,500 members of Confindustria, the industrialists' body, turned up at the organisation's Rome headquarters to listen to a tough critique of government policy from Mr Giorgio Fossa, its president. Another 10,000 were linked into the proceedings via giant screens at 30 of Confindustria's regional centres.

The protest was called in the wake of the mini-budget unveiled two weeks ago to hold Italy's budget deficit down to 3 per cent of gross domestic product this year - one of the conditions for joining the proposed European single currency.

Though different in style it followed a successful tax protest organised by the rightwing opposition in conjunction with the national traders' association.

The measure in the mini-budget which has most angered confindustria would compel businesses to pay in advance some of the tax on the so-called tfrs. These are

funds, separate from pensions and social security contributions, which companies are obliged to set aside for paying employees on leaving their jobs.

The occasion broadened into a generalised attack on what industrialists said was the government's lack of concern for the needs of business and its failure to introduce structural measures to tackle Italy's public sector deficit.

This reflected concern that two thirds of the spending cuts or fresh revenues in the three financial packages introduced by the government since taking office 11 months ago, are non-structural measures.

Mr Fossa accused the Mr Romano Prodi's government of "supinely" giving in to blackmail by unions and political parties, undermining Italy's ability to compete in the global economy, and joining the single currency.

The mood of Confindustria members at the meeting was combative, and Mr Fossa called on the government to rethink the financial package, which has yet to be discussed in parliament. The tough stand yesterday appeared to bear some fruit. The government hinted it would be willing to exempt more companies from the advance tfr payments.

## Blockade of trans-Siberian railway lifted

Russia's trans-Siberian railway was back in action yesterday after being blocked for 16 hours by miners protesting about not being paid, AP reports from Moscow.

The miners, who lit a fire on the tracks near the city of Kemerovo, in southern Siberia, agreed to end the blockade shortly after midnight when senior mining officials promised them some of their back wages, according to the Itar-Tass news agency.

The blockade of the famous train service was among the more dramatic of many such protests in recent months. Russians have grown increasingly desperate in the face of the continuing inability - or unwillingness of the state and the private sector to pay their salaries. A teacher's union official said yesterday that more than 20,000 teachers were striking across Russia. More than 30 were on hunger strike.

Mr Vladimir Yakovlev, chairman of the teachers' Central Trade Union Committee, said unpaid teachers' salaries now totalled

Rbs9,600bn (\$1.7bn) and affected 74 of 88 Russian regions.

Hunger strikes are becoming increasingly common as workers look for dramatic ways to register their anger and anxiety.

In the Russian Far East city of Nakhodka, not far from Japan on the Pacific coast, seven doctors who have not been paid since January were in the fourth day of a hunger strike yesterday, Itar-Tass said.

The six women and one man, who work for an ambulance service, were still working but were showing signs of failing health, according to the agency.

In the northern Russian city of Arkhangelsk, 44 thermal plant workers on a hunger strike rejected an offer to pay them part of five months' back wages and decided to continue their strike.

In the city of Yekaterinburg in the Ural mountains, 300 workers building a new subway tunnel refused to return to the surface for a third day. They are reported to have received no wages since November.

## Paper uses 'net' to evade strike

By Andrew Jack in Paris

One of France's most radical newspapers yesterday avoided a strike which immobilised the rest of the country's print media by publishing its entire edition on the Internet.

Liberation, formed during the 1968 student riots and whose phone number ends with 1789 - the year of the French revolution - defied the communist-backed CGT print union by producing a computerised edition, boosting the normal selection of daily articles it publishes on the net into a full version of the paper.

More than 50 French national and regional papers were not distributed yesterday after a one-day stoppage called to protest against reductions in government financial support to the press and television's growing share of advertising revenues.

Humanité, the French Communist party's daily newspaper, which has its own Internet service designed to help swell the number of youthful supporters, did not update its computer site yesterday. Other newspapers with sites which rely on their printed product were also closed down.

Le Figaro, which does not have its own Internet site, contented itself with a statement from Mr Yves de Chateauneuf, its publisher, who is also head of the Parisian press association, criticising the industrial action as counter-productive.

Mr Pierre Briancon, one of Libération's chief editors, said one of the challenges of producing yesterday's version was that the decision was made late on Tuesday, and a number of journalists had to be contacted at home to ensure they turned up on Wednesday to produce the computerised paper.

Liberation has long been opposed to the CGT print union, and its article on the strike yesterday highlighted the internal divisions between its members about the action. By the end of yesterday afternoon, the daily *Le Monde* also came out with an Internet version containing several of its main articles.

## Croats vote under western eyes

On Sunday's elections ride the government's hopes of progress towards full acceptance by the international community, writes Guy Dinmore in Zagreb

Croatia holds its first peace-time elections on Sunday, hoping to pass another important milestone towards full acceptance by the international community since independence from Yugoslavia in 1991.

The elections, for the upper chamber of parliament and municipal and regional councils, are seen as a test of President Franjo Tuđman's commitment to democracy and of his personal popularity. A presidential poll is expected as early as June 15.

International monitors will also be keeping a close watch on voting in eastern Slavonia, the last Serb-held enclave in Croatia which will return to Zagreb, where his party is forecast to lose again. He rejected the opposition's nomination of mayor after his victory in the 1995 polls.

"The HDZ is capable of fraud. Some [members] have openly confessed to it in the past," said Mr Bozo Kovacic, election manager of the Social Liberal party.

The most important question is whether the opposition is united enough to stop the fraud.

In Zagreb, the Liberals are in a loose alliance with the former Communists of the Social Democratic party (SDP) and two other smaller parties. But, by its own admission, the opposition is too fragmented to form a coherent coalition nationwide.

Some commentators, such as Mrs Jagoda Vukusic, deputy editor of the independent newspaper *Novi List*, fear renewed war in the region

after the 5,000 United Nations troops withdraw, a process that could begin on July 15 unless their mandate is extended for a final six months.

In her view: "It's hard to expect a solution that will be very peaceful."

Croatian opposition leaders in the capital, Zagreb, accuse Mr Tuđman's conservative Croatian Democratic Union (HDZ) of intimidation and of using its domination of state television to conduct a smear campaign. Some expect him to resort to fraud or to refuse to accept defeat in Zagreb, where his party is forecast to lose again. He rejected the opposition's nomination of mayor after his victory in the 1995 polls.

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Mr Zlatko Canjuga, a senior HDZ official and adviser to Mr Tuđman, dismisses accusations of fraud.

"You don't have to be afraid of the HDZ. Not recognising the results, the HDZ is a democratic party," he said.

Opinion polls indicate the party has been badly damaged by accusations of widespread corruption during the process of privatising state-owned enterprises.

Diplomats expect it to lose in the big cities and a lower majority in the upper house of parliament but still emerge as the single largest party in Croatia with 20-30 per cent of the overall vote. This would compare with 45 per cent in parliamentary elections in 1995.

Mr Tuđman, who is 75 years old and is believed to have been treated for cancer in a US military hospital last year, is still Croatia's most popular politician. He is hailed as the father of the

newly independent nation. His support is especially strong among the 68,000 Croatian refugees who have registered to vote outside eastern Slavonia for councils in the abandoned and war-ravaged home towns to which they hope to return.

"Croatia has to prove to the international community that it can give equal treatment to the Serbs," said Mr Philip Arnold, spokesman for the United Nations Transitional Administration in eastern Slavonia.

"We've said to Tuđman the world is watching. They can destroy in 24 hours what we have achieved in the last 18 months. We need an orderly return."

Renault stands by decision to close Vilvoorde plant following courts' decisions

## Belgian car strikers to return to work

By Neil Buckley in Brussels

Workers at Renault's factory in Vilvoorde, north of Brussels, will return to work on Monday after a six-week strike, despite the carmaker's insistence that it will press ahead with plans to close the factory in July.

All 3,100 workers at the plant stopped work on February 27 when Renault announced the closure with out warning, and have been blocking BFRs500 (\$145m) of finished cars in the factory.

Their vote yesterday to return to work on Monday followed court rulings in Belgium and France last week that Renault had broken

national and European Union worker consultation laws when announcing the closure.

The courts ordered Renault to suspend the closure process while it negotiated with workers over mitigating the effects of the closure and trying to reduce the number of job losses. Renault has said it will challenge both rulings.

Union leaders, who have hailed the court rulings as a victory, believed their negotiating hand would be stronger if workers now returned to work, and 1,868 workers supported their call - or 68 per cent of those voting - with 853 against. But Vilvoorde employees will con-

clude to blockade finished cars and will pursue their planned demonstrations against Renault's decision.

Immediately after the vote, Renault workers travelled to

Volvo's Belgian factory in Ghent to stage a protest.

## NEWS: EUROPE

## EUROPEAN NEWS DIGEST

**Schröder aims for the top**

Mr Gerhard Schröder, Social Democratic prime minister of Lower Saxony, yesterday declared publicly that he wanted to be his party's candidate for chancellor in next year's German federal elections. Recent opinion polls show he would beat Chancellor Helmut Kohl, who last week declared he would run again.

"The chancellor-candidature would be my dream," Mr Schröder said in a Stern magazine interview. "But the matter does not lie in my hand." He needs support from Mr Oskar Lafontaine, the SPD leader, who may wish to run himself.

Mr Schröder is the most senior German politician to challenge the country's cross-party consensus backing the plan for a single European currency in 1999. In a speech yesterday, he reiterated that if Germany could not meet the criteria for economic and monetary union, then delay would be sensible. The D-Mark was a symbol of post-war economic success. "Whoever takes it away must have a damn good reason," he said.

Ralph Atkins, Bonn

**Fugitive trader held in Paris**

The former head of a London-based currency trading scheme has been arrested in Paris. Mr Birger Ostraat fled Norway in December after losing his appeal against a seven-year prison sentence for misuse of client funds and related charges. The sentence was the stiffest ever imposed in Norway for an economic crime.

Mr Ostraat's US company, Efex International Investment, took Nkr104m (\$15m) in funds from private and professional investors in Norway, Britain and Sweden before it was wound up in 1995. Police found Mr Ostraat living under a false identity in a luxury apartment in the Champs-Elysées. Before extradition to Norway, Mr Ostraat may face charges in France relating to the passport on which he entered the country.

The investigation that led to Mr Ostraat's downfall began when he was arrested after being found with FF1m (\$170,000) in his car on entry to Norway from Denmark.

Doreen Roberts, Stockholm

**Rail crash drivers blamed**

Two Spanish train accidents early last week in which 20 people were killed both happened because drivers disregarded signals, according to a report by the state-owned rail company, Renfe, which said it had started disciplinary proceedings. However, its version was challenged by the drivers' union, which blamed a breakdown in safety systems.

The company said a "rigorous" investigation had ruled out mechanical failure. The derailments, which both took place as trains were crossing points at more than 100km above the prescribed limit, were the result of "human error", it said. Eighteen passengers died in a crowded four-carriage train near Pamplona and two were killed a few hours later on an overnight Barcelona-Malaga express northeast of Madrid. The company said that in the second accident an automatic signal warning system had apparently been ignored.

David White, Madrid

**MEPs spark oil industry ire**

Europe's oil industry yesterday accused the European Parliament of disregarding both "sound science and value for money" after it voted in favour of a series of controversial environmental measures designed to clean up Europe's air.

The amendments to a European Commission proposal for "greener" fuels and tighter curbs on car emissions would force the oil industry to change radically the quality of petrol and diesel fuels. Europa, the petrol industry association, said the measures would impose "huge and unnecessary" costs and would shut refineries.

As the Commission drafted the original proposal, the amendments will go back there before being presented to the Council of Ministers. Ms Ritt Bjerregaard, the environment commissioner, has indicated that she would be unwilling to accept them. However, parliament has the power to throw out the final proposals if it does not like them.

Emma Tucker, Brussels

**ECONOMIC WATCH****Inflation picture mixed**

**Norwegian inflation**  
Annual % change in CPI

Year	Annual % change in CPI
1994	1.0
1995	2.0
1996	1.5
1997	3.5

Source: DNB

remained well above the government's forecast 2.5 per cent level for 1997. Economists have warned that price increases could accelerate in coming months as wage increases have outstripped retail price increases. Real wage growth has been driven by sharply falling unemployment, which has produced labour shortages in some sectors. Gross domestic product growth is forecast to ease to about 3 per cent this year after averaging 4.5 per cent between 1994 and 1996. Grey McHorn, Stockholm

■ Danish unemployment fell to a seasonally adjusted 8.1 per cent in February from 8.8 per cent in January.

**Czech markets watchdog chief quits**

Minister forced out after fierce criticism of department's handling of recent financial scandals

By Vincent Boland in Prague

The Czech government official responsible for regulating the country's capital markets resigned yesterday, bowing to intense criticism of his department's handling of recent financial market scandals.

The departure of Mr Vlastimil Rudolová, a deputy finance minister and proponent of minimal oversight of capital markets, suggests the government is preparing to revise its anti-regulation

stance, which one analyst described yesterday as "the most visible failure of its economic reforms".

The need for tighter regulation of the financial sector became apparent after a series of bank failures last year. Cases of alleged fraud in recent weeks at funds set up to invest in coupon privatisation have increased the clamour for change after thousands of small investors lost money.

Mr Rudolová and his officials have been blamed for

not monitoring activities at the funds and for delays in acting against wrongdoing.

The alleged frauds, most prominently at the Trend and CS funds, were reportedly caused by managers transferring assets abroad after gaining control of the management companies that ran them.

In the Trend case, several people have been arrested since an independent investigation got under way last October. The fund's main asset, a controlling interest

in Prague's flagship department store, has been traced to a Cyprus-registered company.

In the CS case the finance ministry is claimed to have failed to block the transfer of some Kč1.2bn (\$42m) abroad despite being alerted that the transaction was suspicious.

The money is now being traced.

Mr Rudolová's resignation came as Mr John Moffit, a representative of the Czech Value Fund, which has about \$10m invested in

Trend, said CVF "reserved the right to file legal action against the state" over the ministry's handling of the case.

According to a finance ministry statement yesterday, Mr Rudolová claimed in his resignation letter that there was a "media campaign" against himself and the ministry which had undermined the authority of the capital markets supervisor.

He has been replaced by Mr Jiří Špitka, director of

financial markets and banking at the ministry, who faces the task of restoring credibility to its securities watchdog role ahead of the establishment of a planned independent commission later this year.

Poor regulation of the Prague stock exchange is one of the main reasons why share prices are in a long slump. But there is no consensus yet on what role the new commission should have or when it will be ready.

**Romania to liquidate 10 big loss-makers**

By Anatol Lieven

Romania is to liquidate 10 large state-owned enterprises and 20 state farms, which together accounted for 7.5 per cent of the total losses of Romanian business last year.

The announcement comes as the International Monetary Fund and the World Bank consider the new government's requests for help in a radical restructuring programme. Closure of loss-making companies is high on the list of both bodies' conditions for lending.

It also coincided with official figures showing that inflation soared in March to a record monthly rate of 30 per cent. This is a result of the government's liberalisation of prices and, to a lesser extent, of higher public spending by the previous administration before last November's parliamentary elections.

The resulting decline in Romanians' spending capacity is hitting some companies hard. Daewoo, the biggest overseas investor in Romania, announced this week that it was sending many of the workers at its Craiova car plant on

two weeks compulsory leave because of a steep fall in domestic sales.

Closure of the 10 plants, expected heavy redundancies in associated businesses, and inflation could combine to raise social tension. This week 6,000 workers from the giant Roman lorry plant in Brașov went on strike. They

blocked the main road to the capital, Bucharest, in protest at lack of state support, and claimed that some managers were privatising the profitable parts of the factory to their own benefit.

Two refineries are on the gov-

ernment's list, one of them Petromidia, which is the country's biggest. Cutting refining capacity, which was inflated to 23m tonnes a year under the Ceausescu dictatorship, has long been urged by international financial institutions.

Other casualties include the Chitila brewery in Bucharest.

However, there were doubts yesterday whether the government had a detailed plan for liquidating the companies and selling their viable elements.

The State Property Fund, which is the responsible body, has not

been available for comment on the list, which was said to have been drawn up by the economic reform ministry and issued by Mr Victor Ciorbea, the prime minister.

The Romanian media have been full of statements by the enterprise directors that rescue packages are in place. One of them, the Tomislex textiles plant in Constanța, is claiming that it was privatised by auction several weeks ago and should not be on the list.

Backed by the parliamentary opposition, some of the companies may be preparing to challenge the government in the courts.

**DYNAMICS OF BANKING IN UZBEKISTAN**

If any country in the former USSR can prove the success of economic reforms it has to be Uzbekistan. With a high level of political and economic stability, Uzbekistan is the only CIS country that has achieved a level of industrial output that exceeds that of 1991, the year of independence and keeps financial reserves that at present cover seven months of import.

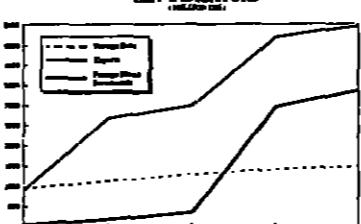
As the world's sixth largest producer of gold and the third largest producer of cotton, Uzbekistan plays an important role in the international commodity markets.

The successful start of the transformation of the economy was made with the privatisation of state-owned enterprises, annihilation of government controlled economic monopolies and the consequent formation of a private sector allowing for private property in all areas of economic life. Today, 83% of all enterprises belong to the private sector and produce more than 70% of the total GDP.

The positive results achieved during the privatisation process have encouraged foreign market

investors to engage in manufacturing and the creation of joint ventures in many priority sectors of the economy. Significant investments have been made in the country by BAT, who have taken over the complete tobacco industry of Uzbekistan.

## KEY INDICATORS



The main role in this respect is being fulfilled by the National Bank for Foreign Economic Activities (NBU) which was established by the Uzbek government in 1991. Under dynamic and professional management the NBU is the main recipient of credit lines extended by financial institutions such as the EBRD, OECF, IFC, ADB, and the export credit agencies of the United States, Japan, Germany, United Kingdom, France, South Korea, Belgium, Switzerland and Turkey.

Rustam Azimov, the Chairman of the Board of the NBU, who made the bank into the soundest financial institution in the CIS today.

With a paid up capital of 442 Million US\$, the NBU already has taken its place amongst the 500 largest banks in the world.

During 1995 and 1996 the BIS rated the NBU to be the most reliable bank in the world, a position that is not expected to change in 1997. At the Annual General Meeting held in Tashkent in the beginning of March, Ernst & Young, the bank's auditors disclosed the results over 1996 showing assets totalling 3,400 Million US\$, up 85% compared to 1995, and a net income of 113 Million US\$.

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During the meeting Dr. Azimov announced an expansion of modern banking services in the provinces of the country through the opening of a further 50 large regional branches in 1997 and the development of electronic banking countrywide.

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## NEWS: ASIA-PACIFIC

# Fifth of Japanese companies admit to wrongdoing

By Gwen Robinson in Tokyo

Corruption in corporate Japan appears to be widespread, says a survey whose findings will make grim reading for Mr Ryutaro Hashimoto, the prime minister, who has made higher ethical standards in business a key policy issue.

In a survey of 1,850 Japanese corporations, including top listed companies and life insurers, the Corporate Auditors' Association of Japan found that one-fifth of those surveyed had

been embroiled in at least one scandal or improper business practices in the past 10 years. The most common offences were violations of the anti-monopoly law and criminal cases, including bribery and bid-rigging.

Just less than 65 per cent of companies approached responded to the survey, which highlights the entrenched nature of corruption and unethical business practices in corporate culture.

Japan's most recent spate of corporate scandals merely highlights the

so-called "iron triangle" of cosy relationships between senior corporate executives, politicians and bureaucrats. The most spectacular case in post-war history was the downfall of a former prime minister, Mr Kakuei Tanaka, over the Lockheed bribery scandal.

Among the most prominent of recent examples is the case of Mr Nobuharu Okamatsu, the former vice minister of health, who is now on trial for accepting at least Y50m (347,000) in bribes from a property developer in return for

providing generous government subsidies to build nursing homes.

Some observers say reforming Japanese corporate culture to bring it in line with international standards will require a bottom-up revolution, from basic concepts of corporate governance to the murky web of favours-for-favours relationships that has been in place since the days of the powerful pre-war zaibatsu conglomerates.

The larger the company, the more likely the incidence of scandal, accord-

ing to the report, which found that nearly one-third of companies with capital of between Y20bn and Y50bn had been accused of wrongdoing.

Among the largest companies, capitalised at more than Y50bn, the rate of scandal was about 25 per cent, while among the smallest, with capital of less than Y5bn, the rate was 13 per cent.

The sharpest increase in the number of corporate scandals occurred in 1990 and 1991, following the collapse of the speculative bubble economy era when

banks readily extended massive loans, often to unscrupulous property developers and speculators. By sector, companies in construction, property and finance were most prominent.

Even the most banal corporate routines, such as annual shareholders' meetings, are rife with shady dealing. Every year, after meetings following the March 31 business year-end, companies are exposed for paying off so-called or corporate gangsters, to ensure smooth procedures.

## ASIA-PACIFIC NEWS DIGEST

## Gunfire precedes Cohen at DMZ

North and South Korean troops exchanged warning shots at their tense border yesterday, shortly before Mr William Cohen, US defence secretary, flew to the area, US and South Korean officials said. Southern troops on patrol within the Demilitarised Zone (DMZ) fired 10 shots into the air after spotting a group of North Korean soldiers who had crossed the border line, the officials said.

"The North Korean soldiers fired back warning shots and withdrew," a Seoul military spokesman said.

The shooting in the eastern sector of the heavily fortified DMZ took place about an hour before Mr Cohen flew by helicopter to the border village of Paju, about 100km west of the flashpoint.

Standing at the DMZ, set up as a buffer zone under an armistice that ended the 1950-53 Korean War, Mr Cohen denounced North Korea's "decaying and dying" communist system and called on Pyongyang to make peace with South Korea.

Reuter, Paju

## Taiwan bid to ease relations

A senior Taiwanese negotiator with China is set to visit mainland cities later this month in what could be the beginnings of a thaw in troubled ties across the Taiwan strait. Mr Lee Ching-ping, deputy secretary general of the Straits Exchange Foundation, will lead a delegation on a 10-day visit to Beijing, Zhengzhou, Chengdu and Shanghai starting April 28.

The quasi-official foundation handles cross-strait talks, which were cut off in June 1996 by Beijing in anger over a private visit by Mr Lee Teng-hui, Taiwan's president, to the US. The aim of the trip is to discuss issues relating to authentication of documents such as marriage licences and diplomas, which is problematic because neither side formally recognises the authority of the other's government and institutions.

Laura Tyson, Taipei

■ China has given approval to six domestic companies to begin direct shipping services with Taiwan, the China Business Times said yesterday. Taiwan bans direct trade with China, although it permits commercial links through other territories, usually Hong Kong. The two sides reached agreement on direct crossings between Taiwan's port of Kaohsiung and Xiamen in China with inaugural sailings expected this week.

Reuter, Beijing

## Indian lorry strike peace

Most of India's 3m truck and freight drivers agreed to end a nine-day-old strike late on Wednesday after Mr P. Chidambaram, finance minister, told union leaders he would revise collection procedures for a controversial new hauliers' service tax and defer sharp rises in insurance premiums. The exceptions were truckers in Maharashtra - India's most industrialised state and home of its biggest port, Bombay - who said they would continue the strike and hold out for a complete withdrawal of both the tax, introduced in the February budget, and new insurance rates.

Mark Nicholson, New Delhi

## Singapore manufacturing fall

Singapore's manufacturing output dropped 5.5 per cent year-on-year in February mainly because of a continued slowdown in the electronics sector, the government announced yesterday. It was the fourth consecutive month of year-on-year declines. The output of electronics goods, which account for more than 60 per cent of the island's exports, fell 7.8 per cent compared to February 1996. Production of fabricated metal products and plastic products, which is partly driven by the electronics sector, also fell.

James Kyte, Singapore

## Australia unemployment eases

Australia's unemployment rate eased marginally, from 8.8 per cent to 8.7 per cent in March, but this largely came from statistical "rounding" and a drop in the percentage of people looking for work. More ominously, the number of jobs also fell around 35,000, with a marked drop in female full-time employment. The latest development - which had not been expected by economists - could reduce further any chance of an increase in interest rates until late-1997. Some analysts even suggested yesterday the momentum could swing in the other direction if an improvement in labour market conditions does not materialise soon, and make another interest rate cut "a distinct possibility".

Nicki Trott, Sydney

## Peregrine Bangladesh protest

Peregrine Investment Holdings, the Hong Kong-based investment bank which last week protested to the Bangladesh government over what it described as politically inspired action against its staff, yesterday placed full-page advertisements in local newspapers defending itself. Its public protest follows the issue of an arrest warrant against Ms Ruma Alam, head of the company's investment banking business in Bangladesh. The warrant was among 32 issued against local brokers in the wake of Bangladesh's stock market crash. Peregrine, the only international investment bank in Bangladesh, blamed local authorities for failing to control a market bubble which saw the Dhaka stock exchange index rise from 900 to 8,700 in 1996. *Kasra Noyi in Dhaka*

## WHAT FUTURE FOR HONG KONG AFTER JULY 1997? INTERNATIONAL COLLOQUIUM

The return of Hong Kong under Chinese Sovereignty: Political, economical and Financial Perspectives

Lille Palais des congrès du nouveau siècle

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# Talks fail to resolve Sino-Vietnam oil dispute

By Tony Walker in Beijing

Talks between China and Vietnam aimed at resolving an oil drilling dispute in contested waters has resulted in greater understanding, but an early settlement is unlikely, according to a Chinese foreign ministry spokesman.

"We hope that we can resolve our differences through peaceful discussions, but some differences

cannot be resolved immediately," said Mr Shen Guofang, the official spokesman.

China and Vietnam agreed to official level talks in Beijing to calm a simmering row over Chinese oil drilling in the Gulf of Tonkin, 65 nautical miles from the Vietnamese coast.

Beijing has withdrawn its drilling rig from the area, but tensions remain over prospective oil and gas deposits in disputed waters

of the South China Sea. China's claim to virtually all of the South China Sea has prompted arguments with its neighbours over waters around the Paracel and Spratly Islands which are believed to be rich in hydrocarbons.

Officials' talks in Beijing are continuing, but territorial issues appear intractable. China has proposed joint exploitation of disputed areas, but its neighbours

have reacted coolly. Beijing and Hanoi have been at loggerheads over the Gulf of Tonkin and South China Sea for decades, but have sought recently to improve working ties and avoid serious conflict.

The two sides fought a border war in 1979 and their navies have skirmished in the South China Sea.

Vietnam, meanwhile, has announced it is beefing up border patrols along its

1,306km frontier with China, Reuters newsmagazine reports from Hanoi. It was not immediately clear whether the announcement was timed to coincide with the Beijing talks.

■ President Jiang Zemin of China will visit Russia from April 22 to 26. Mr Jiang and President Boris Yeltsin are due to sign a border troop accord with the presidents of the Central Asian states of Tajikistan, Kazakhstan and Kyrgyzstan.

The Sino-Vietnam frontier is highly porous and drug smuggling is a significant problem.

■ President Quan Doi Nhan Dan (People's Army) daily said in an editorial that while existing security had succeeded in preventing "bad elements" from infiltrating Vietnam "new, complicated demands and hard

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## NEWS: INTERNATIONAL

# Mobutu in 'last gasp' turns to the military

By Michael Wrong in Nairobi

Belgium yesterday joined the US and France in washing its hands of Zaire's President Mobutu Sese Seko, saying his decision to replace civilian Prime Minister Etienne Tshisekedi with an army general meant the central African nation was now being run by a military dictatorship.

Drawing parallels with the events that preceded Mr Mobutu's seizure of power in 1965, Mr Erik Derycke, the Belgian foreign minister, said Wednesday's appointment of General Likulika Bolongo as premier signalled the suspension of democratisation in Zaire.

"(This) is a military dictatorship revisited, with a military man as prime minister and the parliament thrown aside," he said in Brussels.

The rebuff by Zaire's former colonial master, coming hard on the heels of Washington's description of Mobutu's regime as "a creature of history" and a belated diplomatic distancing by Paris, underlined the cancer-stricken president's increasing isolation as rebels extend their hold over the country.

Earlier in the day Mr Laurent Kabila, head of the rebel Alliance of Democratic Forces for the Liberation of Congo (ADFL), gave Mr Mobutu three days to start talks on relinquishing power or face a fresh offensive.

"I am waiting for a little period of three days for Mobutu to make a decision to contact us to negotiate his

departure," said Mr Kabila, whose men now control Zaire's main mineral-producing regions. "If this doesn't happen," he added, "We will be forced to advance on all fronts."

The 66-year-old president is coming under intense pressure from his former allies to bow to the inevitable and take exile abroad.

But there was little sign yesterday of an imminent departure, with the new prime minister ruling out any thought of Mr Mobutu's resignation and promising instead to restore order to the crumbling state.

Mr Kabila's ceasefire offer came as ADFL fighters battled to quash the last signs of resistance in the copper-producing city of Lubumbashi, which was captured by the rebels on Wednesday in the most significant conquest of their five-and-a-half-month civil war.

Residents said although many senior officers had flown out of Lubumbashi, Zaire's second-largest city, a contingent of some 100 presidential guards surrounded and trapped at the city airport was putting up a fight.

In contrast, the capital Kinshasa was reported to be calm after Wednesday's clashes between supporters of the ousted prime minister and security forces. But members of the main opposition party said they regarded the appointment of General Likulika, the former defence minister, as nothing short of a military coup and the last gasp of a dying regime.

# Ecologists square up for dam debate

By Layla Boultbee

Environment Correspondent

Officials, executives, and environmentalists gathered outside Geneva yesterday to thrash out differences over whether large hydro-electric dams should be built in developing countries.

The aim of a two-day workshop organised by the World Bank and the World Conservation Union (IUCN) is to initiate a dialogue between the opponents and advocates of big dams as a motor for development.

While Third World governments see dams as an important source of energy for economic development, environmentalists worry about the resulting ecological damage and social dislocation.

The IUCN, the world's biggest union of conservation pressure groups and official agencies, sees the meeting as a test the scope for environmentalists to co-operate with industry and governments in devising more environmentally sensitive dams.

"This is not a black or white issue," said Mr Ricardo Bayon, of the IUCN. "There are a lot of shades of grey. The environmental impact depends on where and how you build the dams".

Companies which like to see themselves as environmentally responsible are keen to overcome pressure groups' resistance, saying deals will otherwise go to contractors with no regard for the environment.

Participants at the meeting include ABB, the Swiss-based engineering group, which has been criticised for its involvement in Malaysia's Bakun dam, and Mr Tanlin Yuan, deputy director

of the Chinese water resources ministry.

China has faced particularly fierce criticism for its Three Gorges project, which will move away 12 million people, and is being boycotted by Eximbank, the US export-credit agency.

As a sign of its nervousness over large dams, the World Bank has stayed out of Bakun and has not been asked to finance the Three Gorges. But it is keen to explore in what circumstances it might finance other dams, such as the Nam Theun project in Laos which is still under discussion.

An internal evaluation by the World Bank of 50 large dam projects it has financed to date kicked off the discussion yesterday.

The report by the Bank's internal watchdog says that "in most of the cases...benefits have so far outweighed costs, including the costs of adequate resettlement programmes, environmental safeguards, and other mitigation measures".

Mr Patrick McCulley, of the International Rivers Network, a California-based environmental pressure group, told the workshop that the study's conclusions were based on "seriously flawed methodology and incomplete and inadequate data".

It has joined forces with 49 non-governmental organisations from 21 countries to demand that the Bank reject the review's conclusions.

The Bank's evaluation accepts that only 14 of the 50 projects most of them ushered in before the bank introduced guidelines on resettlement and environment, met "acceptable social and environmental standards".

# Abacha 'to stay'

Nigerian democracy campaigners said yesterday a decree giving military ruler General Sani Abacha new powers showed he intended to stay in office through his plan to restore civilian rule, Reuters reports from Lagos.

Details of the new decree, which emerged in local newspapers, said Gen Aba-

cha was given absolute power over local governments elected in March multiparty ballot.

"It shows the transition programme of General Abacha is designed by him and for him and lacks all semblance of a democratic process," said Mr Gani Fawehinmi, a human rights lawyer.

# Germany suspends 'dialogue' with Iran

Berlin court verdict marks further twist in controversial aspect of Bonn's foreign policy

By Frederick Stödermann

in Berlin

The suspension of Germany's policy of "critical dialogue" with Iran yesterday, following the verdict of a Berlin court that Tehran was behind the killings of Kurdish opposition figures, marks a dramatic twist in one of the more controversial aspects of Bonn's foreign policy.

Bonn's enthusiasm for engaging rather than shunning Tehran was never popular with Germany's allies, in particular the US. European Union member states, which have officially supported the policy of critical dialogue, were also nervous about engaging too closely with Tehran, which Washington sees as a sponsor of international terrorism.

But in an echo of West German Ostpolitik, which sought to achieve change in the communist eastern bloc through constructive engagement, Bonn has argued that only by maintaining a dialogue with Tehran could relations between Iran and the west be improved and any tensions removed.

Germany's stance has also been influenced by its extensive Babcock, an engineering company.

Relations soured somewhat in the 1980s following the Islamic Revolution.

After the second world war,

Germany was one of Shah

Mohammed Reza Pahlavi's

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Under the Shah, the Iranian

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the German steelmaker, and

a 22 per cent stake in Deut-

sive trade links with Iran, for whom it is the largest western trading partner and most important friend in Europe.

Between January and November last year, German companies exported DM2bn (\$1.2bn) worth of goods, mostly machinery and electronic items, to Iran.

Relations between the two go back a long way. Before the first world war, imperial Germany sought close influence with Tehran in a bid to extend its commercial interests in south-west Asia. For Tehran, the Germans represented a source of western technology and were seen as a counter-balance to the great powers Russia and Britain.

These ties led to deeper exchanges. Iranian students flocked to universities in Germany while German military and civilian officials acted as advisers to Tehran.

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Members of Iranian opposition groups shout slogans outside the Berlin court

pected Tehran of using its embassy in Bonn as a base for terrorist operations.

In March last year, a warrant for his arrest was issued by the German state prosecutor's office in connection with the killing of four Kurdish opposition figures in a Berlin restaurant in 1992. These were known as the Mykonos murders, after the name of the restaurant.

Yesterday, Mr Fallahian was the only high-ranking Iranian figure explicitly named in the court's verdict. His 1993 visit was organised by Mr Bernd Schmidbauer, security adviser to Chancellor Helmut Kohl. Mr Schmidbauer sees close links to Tehran as a way for Germany to play a more active role in the Middle East.

Last year, that view appeared vindicated after Mr Schmidbauer successfully brokered the exchange of hostages and corpses between Israel and the Iranian-backed Hezbollah group.

The release in 1992 of two German hostages held by Hezbollah in Lebanon and the freeing in 1994 of a German engineer held in Iran on spy charges are also credited to Mr Schmidbauer's cultivation of close links with Tehran.

for allegedly providing Iraq with chemical weapons.

Iran continues to hold its

stake in Krupp but sold its

shares in Deutsche Babcock

in 1987. In recent years, Tehran

has shown interest in

acquiring companies in eastern

Germany. In 1992 it made an offer for Pneumatic

Reifenwerk Fürstenwalde, a

tyre company, later bought

by Dunlop.

On the darker side of the

relationship are links

between German and Iranian

security officials.

Mr Ali Fallahian, Tehran's

chief of foreign intelligence,

visited Bonn in October 1993

and met German government

officials. He also visited

the offices of the Federal

Intelligence Service (BND) in

Munich.

The visit irked Germany's

allies, particularly as western

intelligence officials sus-

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## NEWS: WORLD TRADE

# Canada takes free trade trail alone

By Nancy Dunne  
In Washington

Canada is to seek free trade pacts throughout Latin America without waiting for the US to take the lead on trade liberalisation in the hemisphere.

Canada's decision will worry US companies which fear they will lose business opportunities to Canadian rivals.

White House ambitions to widen the North America Free Trade Agreement (Nafta) are held up by disagreements with Congress over granting "fast track" negotiating authority to the administration.

The White House wants to forge bilateral pacts first with Chile, then possibly Argentina, culminating in a hemisphere-wide free trade pact.

When "fast track" authority is granted, Congress agrees not to amend trade deals after they are pre-

pared for approval or rejection. Obtaining the authority is considered vital by US trading partners before any major trade negotiation.

Mr Art Eggleton, Canada's trade minister, said in Washington this week: "We're going to certainly move ahead with our relationships in Latin America. If we wait, we will be left behind."

Mr Eggleton was reportedly told by US trade officials that the Clinton administration will not begin its push for "fast track" authority in Congress for months.

Many Democrats — and some Republicans — oppose further trade pacts. The administration has decided not to inflame intra-party battles before waging this year's fight over the 1998 budget.

The White House had been hoping that momentum towards obtaining "fast track" would be well under way by the time the presi-

dent visits South America in October.

Mr Eggleton said he would soon meet Brazilian officials to discuss a possible arrangement with the Mercosur trade grouping — Brazil, Argentina, Paraguay and Uruguay. Canada already has a bilateral pact with Chile, negotiated when the US delayed on its commitment to bring Chile into

Nafta.

During his three-day visit to Washington, Canada's prime minister, Mr Jean Chrétien, repeatedly urged Congress to pass the fast-track measure. But he made no more visible impact than President Eduardo Frei of Chile, who made the same trip in February.

Mr Eggleton said the biggest single obstacle to "fast track" was the administration's desire to negotiate side pacts to free trade deals to cover labour market and environmental issues.

## Fiji under attack on workers' rights

By Frances Williams  
in Geneva

International trade unions have launched a fierce attack on Fiji's workers' rights record to coincide with a report on the island's trade policy by the World Trade Organisation published yesterday.

The International Confederation of Free Trade Unions said Fiji's export policy was driven by labour rights abuses, racial and sexual discrimination, child labour and a contract labour system that included elements of compulsion. Fiji is the first country to be reviewed by the world trade body since trade ministers signed a declaration in Singapore last December pledging their governments to respect basic labour standards.

"The Fijian government's violation of basic labour standards is part of their policy of creating a cheap labour force to attract foreign investment and increase exports," Mr Bill Jordan, ICFTU general secretary, said.

The declaration, which says the International Labour Organisation is the most appropriate body to deal with labour standards, was seen by many developing countries as a way of heading off US and European pressure to discuss worker rights in the WTO.

However, US officials said at the time that Washington intended to call individual countries to account during the WTO trade policy reviews, and duly raised the issue this week when the Fiji report was discussed by WTO members. Other countries also questioned aspects of Fijian policy related to gender and racial equality.

The Fiji delegation — backed by several developing countries — declined to respond, saying these matters were for ILO. But trade officials expressed concern afterwards that the US stance could provoke a sterile and time-consuming repetition of the divisive labour standards debate at future trade policy reviews.

The ICFTU report is particularly critical of conditions in Fiji's expanding export processing zones, which employ 18 per cent of the workforce, mostly in garment manufacturing.

Fiji's laws restrict the right to strike and the registration of trade unions.

# Asian tigers lose their bite as exports slump

By Frances Williams  
in Geneva

Growth in world trade halved last year, mainly because of a sharp deterioration in the performance of Asia's leading exporters, the World Trade Organisation said yesterday.

In its annual estimates of global trade performance, the WTO said the volume of global merchandise trade rose by 4 per cent in 1996, down from an unusually high 8.5 per cent in 1995, though still above the increase in world industrial output of 2.5 per cent. Slightly higher trade growth is forecast for this year.

In Asia, however, for most of the 1990s the most dynamic trading region in the world, export volume growth slumped from 9.5 per cent in 1995 and 1996.

Not only was this "the worst performance of any major last year but it was also the lowest since 1985," said the WTO's director-general, Robert Norton.

Asian export volumes contracted by 0.5 per cent in 1997, despite real output growth of 3.5 per cent. Even more significantly, there was a marked slowdown in the growth of merchandise

exports from the six "Tiger" Asian economies — Hong Kong, South Korea, Malaysia, Singapore, Taiwan and Thailand.

Their exports rose by just 3.5 per cent in 1996 compared with 14.5 per cent the previous year and average yearly

growth between 1990 and 1995 was 10 per cent.

The higher terms of trade of the Asian economies, which increased from 1.8 per cent in 1995 to 1 per cent in 1996, suggest that the general decline in export volumes. Currency effects were the main factor behind the worldwide deceleration in

export value growth from 19.5 per cent in 1995 to 4 per cent last year.

The WTO says a full explanation of the Asian slowdown must await more detailed trade figures for 1996. However, its economists believe that one likely cause is Asia's dependence on trade in office and telecommunications equipment, which

was the only sector to show strong growth in 1995.

In addition, countries that peg their currencies to the dollar, such as Hong Kong

and Singapore, will have lost competitiveness in Japanese and western European markets as the dollar strength

ened.

# Importers adjust to return of Indonesia customs office

Ten years after contracting out, government hopes corruption and efficiency are things of the past, writes Manuela Saragosa

When Indonesia's customs office last year re-remained its job 10 years after the government in effect stripped it of its mandate because of inefficiency and corruption, businesses that do a lot of importing prepared for the worst.

The government's directorate-general of customs and excise last week was given back control over the inspection of commercial cargo entering Indonesia, ending a period during which the process was administered by the Swiss surveying firm Société Générale de Surveillance (SGS), which checked cargo at the point of loading outside the country.

The changes in customs procedure raised concern that there would be a slowdown in imports, and a return to problems of corruption, congestion and inefficiency of the port. But the worst is turning out to be an issue of national pride, rather than of the administration's apathy.

SGS' director of customs, inspection and port services, Mr Soesono, says: "The introduction of a similar number of officials fees to clear cargo, under the new system shippers send cargo data to customs by computer. That, in my opinion, reduces or eliminates direct contact between customs officials and the importers" and minimises opportunities for what he calls "mafiaisation" on behalf of customs officials.

Nevertheless, Mr Soesono, secretary general of the Indonesian Association of Automotive Industries, which oversees imports of cars and motor parts, says there have been problems with the new computerised system, but it is still not clear whether these are of

the usual teething variety. "I think we'll just have to trust them," he says, referring to customs officials.

Many importers have not forgotten the conditions at ports which prompted President Suharto to call in SGS in 1986. In the early 1980s, ports were identified as the main culprit in what was referred to as the "high cost" economy, acting as an obstacle to the promotion of non-oil exports at a time when the Indonesian authorities had embarked on a drive to deregulate trade and expand the economy's export base.

Before the involvement of SGS, it took anywhere between five days and four weeks to clear cargo through customs and it was not unusual for importers to

receive goods other than those ordered.

While importers praised Mr Suharto's recruitment of SGS as an important milestone in deregulating the economy, many customs officials saw the involvement of a foreign company as humiliating. An attempt to address the problem was made in 1991, when the government established a joint-venture company, known as Surveyor Indonesia, to take over progressively the administration of pre-shipment inspections from SGS. The contract for Surveyor Indonesia — 75 per cent owned by the ministry of finance, 20 per cent by SGS and 4 per cent by Suncindo, a state-owned surveyor company — ended on March 31.

Officials point out that it was known all along that SGS's involvement would be temporary. Importers say much will now depend on the customs and excise office's success in co-ordinating with other government departments, including the state-owned Jakarta port authority. In addition, it is hoped that new personnel trained to manage the system will bring along a change in the culture which has dominated customs offices in Indonesia.

Mr Indarto is keen to assure that co-ordination between various government departments has improved, procedures have been simplified and strict penalties introduced for "offending" officials.

Indonesia's drive to liberalise trade has introduced "requirements of transparency, simplicity and efficiency," he says. "Otherwise we will be left behind."

## Brazil civil servants face job losses

By Geoff Dyer in São Paulo

Brazil's economic reform programme has won a substantial boost with the approval by legislators of a bill to overhaul the civil service which could lead to thousands of redundancies.

However, in order to guarantee approval of the bill the government agreed to support a controversial amendment which gives legislators a salary ceiling double that of other civil servants.

The bill, which was narrowly backed by the lower

house of Congress on Wednesday night, allows all levels of government to shed workers who are currently protected by the constitution, and is a crucial part of the government's efforts to reduce its budget deficit and consolidate its anti-inflationary reforms.

The government estimates that savings from the reform could be equivalent to 1 per cent of gross domestic product.

Mr Luiz Carlos Santos, minister for political affairs, said: "This legislation will be

the salvation of many state and municipal governments which are so bankrupt they cannot even pay their staff."

The legislation, voting on which had already been postponed twice, received 309 votes, one more than the three-fifths majority required for constitutional amendments.

Before it becomes law, the bill must still be approved again in the lower house and twice in the Senate.

In the law caps monthly civil service salaries at R\$10,800 (US\$10,285). However, the

agreed to support the

lower house will vote next week on an amendment which lifts the pay ceiling for elected officials to R\$21,600 a month, including pensions, or R\$269,200 a year.

More than 100 deputies, who already receive generous pensions from previous civil service jobs, would lose out under the proposed salary cap. The minimum wage in Brazil is R\$112 per month.

In tense negotiations prior to the vote, President Fernando Henrique Cardoso

agreed to support the

amendment. His spokesman, Mr Sérgio Amaral, defended the decision, saying "it was the price the government had to pay to get a reform that the country needs".

However, the amendment

will meet strong opposition in both the lower house and Senate, especially from Mr Cardoso's Brazilian Social Democratic Party (PSDB).

Mr José Serra, a PSDB senator and former planning minister, described the

amendment as "indecent".

The legislation permits all levels of government to lay

off workers if payroll expenses are equivalent to more than 60 per cent of net tax revenues. If the amendment is approved, it is expected to reduce planned savings of R\$18bn over five years by R\$800m.

Economists welcomed the

approval of the bill but ques-

tioned whether the savings

would be as large as the gov-

ernment predicted, espe-

cially in the short term.

With elections next year,

state governors might be

reluctant to make workers

redundant, they said.

## Republicans to table tax curb proposal

By Gerard Baker  
In Washington

Republicans in the US Congress will table a proposal next week that would make it all but impossible for the federal government to increase taxes.

The resolution will call for a constitutional amendment requiring a two-thirds majority in both houses of Congress before any proposal to raise taxes could be passed.

Though some Democrats will probably back the measure - symbolically timed for consideration next Tuesday, the formal deadline by which all Americans must file their annual tax returns - they are unlikely to do so in sufficient numbers to ensure that the amendment is adopted.

But the move is a significant attempt by a battered Republican party to repair its reputation as the party that favours lower taxes. It comes at a critical moment in the budget negotiations between Republican leaders and the White House. Negotiators for the congressional side are under pressure to reach a budget settlement that will balance the federal budget by 2002.

To do so they may be forced to postpone some of their more ambitious plans for tax cuts.

Leading Republicans have been weathering criticism from both inside and outside the party that the party has lost its enthusiasm for cutting taxes.

On Wednesday Mr Steve Forbes, a surprisingly strong contender for the Republican presidential nomination last year who built his campaign on promises of a flat tax, attacked Republicans in Congress for showing weaker resolve for lower taxes. He called on the Congress to stop being "cowardly lions" and legislate immediately for sweeping tax cuts.

The focus of much of the Republican discontent has been Mr Newt Gingrich, speaker of the House of Representatives. Two weeks ago, Mr Gingrich suggested that Republicans agree to a balanced budget before insisting on tax cuts.

This alarmed his colleagues and led to calls for him to step down. Since then he has sought to repair his reputation, trying this week to outflank some of the more conservative members of his party by calling for abolition of all capital gains taxes and estate taxes. But it is still unclear whether Mr Gingrich's rebirth as an enthusiastic tax cutter will prove sufficient to head off the mounting campaign against him.

## Ecuador court orders arrest of Bucaram

Ecuador's Supreme Court has ordered the arrest of former President Abdala Bucaram as part of an investigation into allegations of embezzlement and nepotism, agencies report from Quito.

The ruling on Wednesday night also ordered the arrest of Mr Bucaram's former aide, Mr Marco Albuja, on the same charge.

Last month the court

charged Mr Bucaram and four top aides in the alleged mishandling of more than \$80m from the government's reserve fund, which is supposed to be used for security. Mr Bucaram fled into exile in Panama in February after Congress voted to remove him for "mental incapacity" after six months in power. The four aides also fled the country.

## Distractions get in the way of diplomacy

White House has been slow to turn its attention to foreign policy, writes Bruce Clark

A couple of weeks ago, it was only a whisper, but now Washington observers are saying it out loud: the foreign policy of President Bill Clinton's second administration is taking a long time to get into its stride.

On one hand, Mrs Madeleine Albright, the secretary of state, has already stamped her fleshy personality on the job and won friends in unlikely places. She has softened the suspicion of Senator Jesse Helms, the scourge of liberal internationalism and chairman of the Senate foreign relations committee, by lashing out against countries such as Iraq and Cuba and paying a visit to his North Carolina field.

But her department's effectiveness in more exotic places has been hamstrung by the huge number of top jobs that remain unfilled - and the fact that the president, in whose gift these appointments lie, seems preoccupied with other matters, such as the controversy over campaign finances.

"The president is so absorbed with his scandal strategy that he doesn't have much time for any grand international strategy," says Mr Ferenc Zaloriz, managing editor of Foreign Affairs, the journal of diplomacy.

Three months after Mr Clinton was reinstated, a dozen key ambassadorships



Pitching for Clinton: Albright has done her best to make up for a delay in filling key foreign policy posts

remain vacant, the State Department's main regional bureaux are waiting for new bosses, and posts at under-secretary level are only now changing hands. One reason, US officials acknowledge, is that in the current atmosphere, candidates have to be scrutinised carefully before they are presented to the Senate.

"They are certainly off to a slow start," says Mr Richard Haas, author of a forthcoming book on US foreign policy. "The delay in personnel changes is both a symptom and also a cause of this slowness."

Administration officials, in defence of their record, cite Nato expansion as an area where good progress has already been made. Last month's US-Russian summit in Finland is held up as a turning point.

"Nato expansion was 25 per cent done before Helsinki, and now it's 75 per cent done," said a senior official, reflecting confidence that the alliance can forge new ties with Russia, and open its doors to new members, by the summer.

But if there is an area where US diplomacy looks more vulnerable to the administration's domestic travails, it is the Asia-Pacific region. News that the US Justice Department is investigating possible covert action by Beijing to influ-

ence the US government, by means of political donations, has turned China policy into a red-hot domestic issue.

"China was always a delicate, difficult and accident-prone area, and now it has become even more so," says Professor Michael Man-

delbaum of the School of Advanced International Studies.

Prospects look cloudier for

the administration's policy of a multi-pronged engagement with China - covering trade, security and human rights - culminating in a

summit this year. Congress will ask hard questions about the trade privileges China receives as a "most-favoured nation" when these come up for renewal in June - and probably press for an even tougher line with Beijing over Hong Kong.

Asia is also the area where the lack of key personnel is most acute. The State Department is embarrassed by the lack of a successor to either Mr Walter Mondale as ambassador to Japan or Mr Winston Lord as assistant secretary for Asian affairs.

Experts differ over how badly the perception of dithering will affect either the US, or its partners. "When you bestride the world like a Colossus as America now does, perhaps you can afford to make a few mistakes without suffering too much," says Mr Zakaria. As Prof Mandelbaum notes, President Clinton has generally been capable, despite the low priority he accords to foreign affairs, of fighting international fires.

In his first term, he dispatched reinforcements to Kuwait and the seas off Taiwan and nailed down a peace agreement in Bosnia, when the pressure for action became irresistible. He is now struggling, with uncertain prospects, to salvage the Middle Eastern peace process.

But even if the administra-

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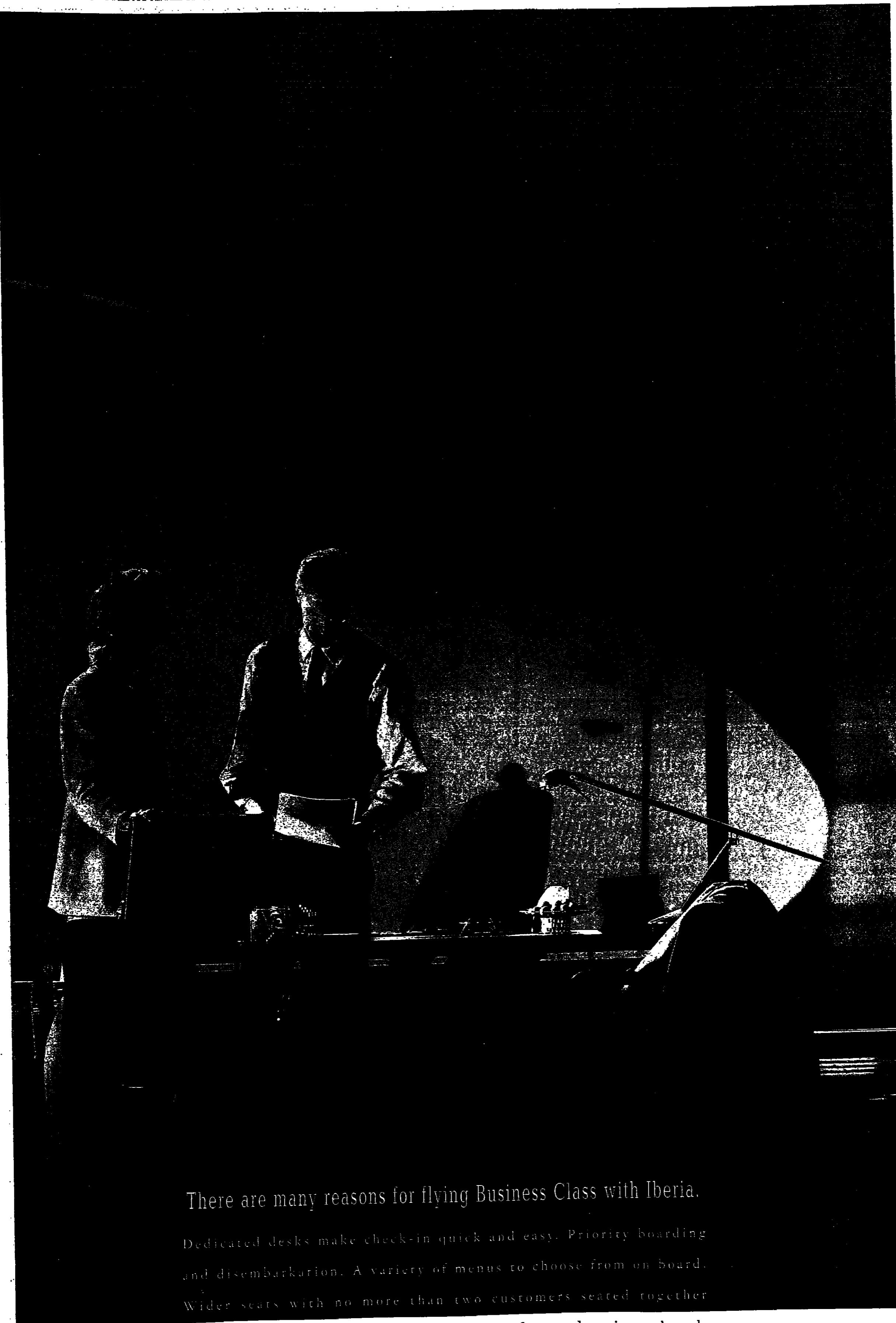
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## NEWS: UK

## Minister warns of pensions threat from Labour tax plans

# Survey counters evidence of Conservative recovery

By Our Political Staff

Recent indications that the Conservatives are making up ground against Labour in the opinion polls are countered by a survey conducted by the Financial Times and FCB, a leading advertising agency.

The survey among wavering voters in three marginal constituencies indicates that support is hardening for Labour in this crucial group, and that the Conservatives, victims in the past four general elections, are failing to capitalise on issues on which they should be appealing to the electorate.

The survey – carried out this week – shows that around half of the panel of voters have now firmly decided how to vote. Of these, about two-thirds will back Labour; a fifth will support the Conservatives.

Latest results also show that the Conservatives are failing to capitalise on three strong campaigning issues identified in an FT/FCB survey two months ago. These are the perception that

### The general election campaign

Labour is an "empty vessel" with few clear policies; that the public would back a stronger line against European integration; and that the Conservatives are perceived as better managers of the economy than Labour.

The survey is based on discussions with 72 focus group members screened from an initial base of 1,000.

● Tax raising by a Labour government would pose a threefold threat to the value of pensions. Mr Peter Lilley, social security secretary, claimed in an attack on Labour's pensions policy yesterday. Mr Lilley said that party's manifesto pledge to review corporate taxation with the aim of using it to promote long-term investment posed a clear threat.

He pointed to analysts' claims that the review could lead to a cut in, or the abolition of, advance corporation tax credits for non-tax

ties. He added that Labour might also restrict tax relief on pension contributions to the basic rate to raise funds.

All three moves, he said, amounted to a policy of "new Labour, lower pensions". However, Mr Lilley refused to guarantee that the Conservatives would not themselves alter credits, which they cut by 5 per cent in 1993.

Meanwhile, a survey published yesterday by Alexander Clay, an employee benefits consultancy, suggests that two-thirds of employers back the introduction of compulsory pension contributions from both employers and employees.

Eight out of 10 companies rejected the idea, floated by the Labour party that big, low-cost, industry-wide schemes should be set up to provide benefits for some employees. Alexander Clay said the respondents feared greater trade union involvement and loss of control of pension provision.

Mr Lilley said that Labour's proposed windfall tax would also affect the value of pension funds' holdings in the privatised utili-

payers such as pension funds. Abolition, which would also hit personal equity plans, could cost funds £2.4bn (\$3.8bn) a year, he said.

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### IN THE FRAY



Glenda Jackson

### SIDELINED



Winston Churchill

The Oscar-winning former star of such films as *Women in Love* and *A Touch of Class* is defending a slender Labour majority in the fashionable London district of Hampstead. Ms Jackson, who will be 61 a week after polling day, won Hampstead in the 1992 election and is tipped for a ministerial post in a Labour government after serving as number two in the party's transport team in the last parliament. Ms Jackson has welcomed the fact that four of her five opponents in Hampstead are women. "It's scandalous that more than 60 years after all women got the vote, women MPs still represent only 10 per cent of the House of Commons."

After 27 years as a Conservative MP, Winston Churchill faces the prospect of leaving the House of Commons because his constituency in north-west England has been eliminated by boundary changes. Like his grandfather, the wartime prime minister, Mr Churchill has worked as a journalist and author. Unlike his famous forebear, he has never held a senior post in a Conservative government although he held a junior post at the Foreign Office in the early 1970s administration led by Sir Edward Heath. His parents were the late Randolph Churchill and Pamela Harriman, the English-born former US ambassador to France and fundraiser for the Democrats who died in February.

## Greens blame voting system for lack of representation

Fourteen parliaments and three governments in mainland Europe have Green representatives, but the Green party in the UK has never come close in its 23-year history to winning a seat in the House of Commons.

"It's our voting system," said Mr Peter Barnett, a member of the UK Green national executive. "Until there is proportional representation, we are unlikely to reach Westminster."

Britain's first-past-the-post system penalises small parties such as the Greens because seats are awarded when candidates win constituency contests outright, rather than in proportion to votes cast nationally.

And because UK members of the European Parliament are elected on a similar basis, none of

The party has never come close to winning a seat in the House of Commons, says Liam Halligan

the 29 Greens sitting in Strasbourg are British. "It's completely unjust we are not represented there," says Mr Barnett.

With no representation, the Greens have to rely on the system of private members' ballots which allows parliamentarians to adopt draft legislation created by outside pressure groups.

"When we write a bill, such as the recently passed road traffic reduction act, the Liberal Democrats steal it and do little to publicly acknowledge us," says Mr David Taylor, the Greens' "principal speaker" (the party has no leader).

The Liberal Democrats, who had 26 MPs in the last parliament, are the third-biggest party in the UK. Their manifesto, published last week, was described by Friends of the Earth, the environmental pressure group, as the "greenest" ever issued by a main political party.

When the Green party launched its manifesto a week earlier, it barely had a mention in the media even though some of its policies were relatively close to those of the bigger parties. "We have to levy taxes to reflect the environmental cost of particular activities," says Ms Miriam Kenett, another national executive member. This is a view well within the

boundaries of conventional policy thinking.

But the British Greens are at a particularly low ebb, fielding only 90 candidates at the general election compared with 225 in 1992. There are more than 600 voting

### Wasteful consumer aspirations

Extracts from Green party policies

■ Industry: Competition and inequality now characterise modern industry. The race for riches has fuelled the growth in consumption. Global marketing reflects and promotes wasteful consumer aspirations which cannot be met sustainably... The funding of projects has become dominated by the potential short-term monetary return. Banking practice and the preoccupation with short-term profits now place wider considerations.

■ Europe: The Green party favours continued membership of the EU while seeking reform from within, but opposes Britain's membership continuing in the long term if the EU is not reconstituted on sound ecological principles.

■ Defence: It must be clearly and unambiguously defensive, so clearly that this defensive intention is obvious to other nations as well as ourselves. This will reduce the fear which leads people to accept the arms race.

districts. Membership has dropped from 20,000 in the halcyon days of 1989 – when the party won 15 per cent of the vote in European elections, but still gained no seats – to about 5,000 today.

"After 1989, we have had real

trouble convincing people that a vote for the Greens is not wasted," says Mr Barnett. Moreover, money problems loom large: with no national politicians, the party lacks the national funding of its European affiliates.

But because the popularity of Green politics everywhere tends to be cyclical – with voters becoming "greener" as they become richer – Britain's economic upswing could provide hope. And with the Labour party front-runner in the election opinion polls – and promising a national referendum on proportional representation – Britain's Greens have at least some hope of change which could lead to their rejuvenation.

More election news at the FT website <http://www.FT.com>

### CONTRACTS & TENDERS

#### TENDER ANNOUNCEMENT

HUNGALU Hungariai Aluminium Industrial Co.Ltd.

[85, Margit krt. Budapest, 1024]

(hereinafter referred to as the „Contracting Party” or „Hungalu Rt.”) invites bids in an open, one-round tender to sell a quota of its fully owned subsidiary,

AJKA Aluminium Industrial Co. Ltd.

(hereinafter referred to as „Ajka Aluminium Ltd.”)

The registered capital of Ajka Aluminium Ltd.: HUF 1,767,820,000

Owner's equity of Ajka Aluminium Ltd. on 31.12.1996: HUF 1,039,275,000

Bids may be submitted by specifying the bid price for a quota with a rounded nominal value of HUF 1,591,040 thousand, representing 30 % of the registered capital of Ajka Aluminium Ltd.

A quota with a rounded nominal value of HUF 176,780 thousand, representing 10 % of the registered capital, shall be separated by Hungalu Rt. from the quota representing a 100 % stake, which shall, following the closing of the tender, pursuant to Act XXXIX. of 1995, amended by Act IV. of 1997 be offered for sale at 50 % of the accepted bid price to the employees of Ajka Aluminium Ltd., as well as TIAL Ltd. and Hungamola Ltd. owned by Ajka Aluminium Ltd. who may exercise this purchase option within 60 days from the date of publication of this offer. In the event the employees do not, or do not wish to exercise fully the option to acquire ownership in Ajka Aluminium Ltd., bidder shall be obliged to undertake to purchase the remaining quota as well on the conditions specified in its bid.

The purchase price may be paid in cash only, neither deferred payment nor payment in installments will be accepted by the Contracting Party. Bidders may not use the E-loan facility. Foreign bidders may submit bids in which they determine the bid price in a foreign currency accepted by the National Bank of Hungary as a convertible foreign currency. Such bids shall be accepted by Hungalu Rt. at the foreign exchange purchase rate as officially quoted by the Hungarian Credit Bank (MHB) on the day corresponding to the submission deadline.

Participation in the tender is subject to purchasing, against signing a confidentiality agreement, for a purchase price of HUF 200,000 + VAT, or a corresponding convertible foreign currency amount calculated at the foreign currency buying rate quoted by the Hungarian Credit Bank (MHB) for the day of payment of the above purchase price, the detailed invitation to tender as well as the Hungarian and/or English language tender documents including the Information Memorandum prepared by Ajka Aluminium Ltd. containing the major economic data deemed material to the tender. The documents referred to in the Information Memorandum are available in the Hungarian language.

The above HUF 200,000 + VAT amount, that is, altogether HUF 250,000 shall be payable in cash, or shall be transferred to the Hungalu Rt. account No. 10200971-20100690-00000000 kept by the Hungarian Credit Bank (Magyar Hitel Bank). The tender documentation shall be available only against presentation of a cheque or transfer certificate evidencing payment of the above amount.

The tender documentation shall be available at the Privatization Directorate of Hungalu Rt., in Room 419, at 85, Margit krt., Budapest, II. from the 14th April, 1997, on working days between 9.00 a.m. and 1.00 p.m.

Telephone: 36-1-175-55-28, Telefax: 36-1-175-58-02

Bidders shall, as an earnest of their bid, deposit, not later than the final date of submission of bids, a bid bond of HUF 10 million to the account No. 10200971-20100690-00000000 opened for this purpose by Hungalu Rt. with the Hungarian Credit Bank Ltd. (Magyar Hitel Bank Rt.). Bidders shall provide evidence of payment of such bid bond upon submission of their bid. Any fees or bank charges payable for the transfer of money shall be borne by the bidder effecting payment.

Bids shall be submitted in person or by a proxy holding a power of attorney, in the presence of a Notary Public, at the above address, between 9 a.m. and 11 a.m., on the 15th of May, 1997, in 5 Hungarian copies, in a sealed envelope which bears no name of the sender, with the original copy marked as „original”. Foreign bidders may enclose an English translation to the Hungarian version of their bid, of which the latter shall be deemed as the governing version.

Envelopes shall bear the marking: „Ajka Aluminium Tender II.”

Bids shall be evaluated on the basis of the conditions set forth in the tender invitation.

Bidders shall recognise and accept that the winner of the tender shall, within 30 days from the date of notification of the award, enter into a purchase agreement with Hungalu Rt., and shall, if necessary, extend the validity of its bid and the maturity of its payment securities.

Participation in the tender shall be subject to the bidder undertaking to maintain its bid for 120 days from the date of submission thereof.

Information on the tender and on major data and characteristics of Ajka Aluminium Ltd. is available at: HUNGALU Rt., Directorate of Privatization, Telephone: (36-1)-175-55-28, telefax: (36-1)-175-58-02.

### THE PROPERTY MARKET

## Building on history

St Petersburg is recovering its poise, says John Thornhill

Ever since it was founded by Tsar Peter the Great in 1703, St Petersburg has scrapped with Moscow for power and privilege.

During its two centuries as the Russian Imperial capital, St Petersburg blossomed into one of Europe's richest and most beautiful cities.

But Russia's capital moved back to Moscow following the Bolshevik revolution of 1917, and the ancient Slavic city has been lorded it over since. The embrace of capitalism has only reinforced Moscow's pre-eminence as the centre of financial and political power.

There are some tentative signs, though, that Russia's "northern capital" is beginning to recover its poise, reflected by the first glimmers of activity in the property market. A clutch of new office development projects is due to open over the next 12 months to meet the demands of foreign companies and richer Russian business.

If successful, these projects could stimulate a wave of new building and urban refurbishment as developers start moving in force into one of Europe's biggest cities and perhaps its last great untapped property market.

The most high-profile project is Nevsky 25, a 10,000 sq m office and retail development, which has been dogged by delays but is due to open this summer.

On the Nevsky Prospekt, the building will be the first in St Petersburg to offer tenants top quality space meeting the highest international standards.

With an on-site property management team, the latest air-conditioning, heating and security systems, and modern telecommunications, Nevsky 25 expects to attract top-notch tenants. With base rents of \$700 to \$800 per sq m, Nevsky 25 is expensive by any standards – except those of Moscow, where office rents topping \$1,000 per sq m are not uncommon.

Mr Robert Facult, marketing manager for Golub Europe, the chief project

developer, says the redevelopment of Nevsky 25 and the construction of a six-storey office and retail site within its historic shell will cost \$30m. Part of the financing has been provided by the European Bank for Reconstruction and Development and the Overseas Private Investment Corporation of the US.

"Everybody is looking to see how our building does. If it goes well then we will see a lot more development of high-quality projects," he says.

In the immediate aftermath of the collapse of the Soviet Union in 1991, St Petersburg was eclipsed by Moscow, which has proved far more adept at attracting the bulk of the country's banks and foreign investors. But some big foreign consumer products companies are beginning to establish their presence in St Petersburg to satisfy a potential market of 5m consumers. Coca-Cola has already built a drinks plant on the edge of town and Wrigley's and Gillette are set to follow.

Scandinavian companies, in particular, have been active in the St Petersburg market and the long-awaited development of the city's port should bring much new business. Western companies, such as accountants, lawyers and consultants, are also establishing sizeable branch offices.

Other pioneering developers in the St Petersburg market include Skanska, the

Swedish group, which is developing into a very important regional centre," says Mr Jeremy Cordery, local marketing manager for Morrison, the UK-based property developer.

Morrison is building 7,500 sq m of office space by redeveloping White Nights Hotel, opposite the Astoria hotel, at a cost of almost \$20m. It is also planning to develop a 169-room hotel in a prime location off Ostrovsky Street.

The company eventually aims to sell its developments to institutional investors, which will help establish benchmark prices for the investment market. The possibility that investors can buy land in St Petersburg, with the bulk of the country's banks and foreign investors. But some big foreign consumer products companies are beginning to establish their presence in St Petersburg to satisfy a potential market of 5m consumers. Coca-Cola has already built a drinks plant on the edge of town and Wrigley's and Gillette are set to follow.

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## Lack of skills hits clothing industry

Jenny Listerby in London

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## MANAGEMENT

When an American manager appointed to head his group's French subsidiary invited all his colleagues to a Sunday housewarming party, he was delighted that everyone showed up and returned his friendly smiles.

What he did not see was the agony of his guests - who felt obliged to attend - desperately trying to avoid their superiors and inferiors in the corporate hierarchy with whom they would never exchange a word at the office. Nor did he see their embarrassment at having their private lives exposed and their spouses put on show.

"There is a total separation of business and private life in France," says Michael Johnson, a journalist-turned-manager whose experiences working for a Gallic enterprise rapidly shattered the romantic view of Paris he had cherished as a tourist and an expatriate observer.\*

The activities of two French utility, construction and communications companies - Lyonnaise des Eaux acquired Northumbrian Water last year and Générale des Eaux was awarded two UK rail franchises - highlight the growing influence of French business in other countries. Yet surprisingly little has been written about their distinctive management style.

Jean-Louis Barsoux, a researcher at Insead, the French business school, says: "It is dangerous to generalize, but you

## Challenge French corporate hierarchies at your peril, warns Andrew Jack

# Caste in stone

hear these things so often that there has to be some truth in them." He says being a manager brings a social as well as a professional status in France and those at the top normally acquire their position after graduating from one of the country's "grandes écoles" - a broadly meritocratic system which produces intelligent, numerate and often cultured individuals.

From early in their careers, these individuals switch between the public and private sectors, building experience and strong relations and friendships which serve them and preserve their position in future.

There is an even bigger distinction between those classified as managers or "cadres" in a company - with specific legal rights and entitlements - and other employees, whose prospects are more restricted, who stand little chance of becoming cadres and reaching the upper echelons, and who may become demotivated and resentful.

The assumption is that the best individuals in business are those in charge, and that everyone beneath them has their rightful place in the hierarchy.

This helps to explain why consulting firms are less developed in France than elsewhere. "Consultants have had a ball in Britain, where management has been relatively unprofessional and not very system-driven," says Peter Lawrence of Loughborough University in the UK and co-author with Barsoux of a book on French management culture. "French executives tend to be dismissive, considering them as thickos trying to sell them gross simplifications."

The fact that a French approach to business exists - and is distinct from those operating elsewhere - need not be a problem in itself, even if it is curious and frustrating for a foreigner thrown in from the outside.

Indeed, it has served the French and their national economy very well in the past. It was



particularly well adapted to the rapid reconstruction after the second world war, and to companies specialising in the industrial and technological sectors which it education system nurtured.

The difficulty is that giving preference to brain power, theoretical reasoning and technical ability can exclude other managerial qualities, such as motivating staff and responding to uncer-

tainty. This is typified by the French joke about a sceptical civil servant who, presented with an idea, says: "That's fine in practice, but it'll never work in theory."

A company with a rigid hierarchy based on educational qualifications risks squandering late

developers who did not go to the right university. It also creates a workplace in which staff in the

lower ranks react with what Barsoux calls "impersonal contractualism": taking refuge in a dogmatic interpretation of rules, procedures and written instructions rather than attempting to be innovative and flexible to changing circumstances.

Growing numbers of French companies are being exposed to different rules and organisational cultures - through takeovers and mergers, expansion into foreign markets, or EU regulations; and more individuals than ever have been educated or have worked in other countries.

Johnson points out that a distinctively Gallic approach to business is being undermined, if only because what he calls the "French corridor" is so narrow. "The French language is very constrictive in a world - especially in business - which wants to speak English," he says.

Barsoux is not so sure that the French way of doing things is on its way out. He concludes in his updated book on French management, to be published this year, that the different possible ways in which the business world may develop, and the French genius for exploiting them, should not be underestimated.

\*French Resistance. Michael Johnson. Cassell. £14.95.

\*\*Management in France. Jean-Louis Barsoux and Peter Lawrence. Cassell.

Senior managers who have joined the crews of one of the world's toughest yacht races are discovering new management and business insights.

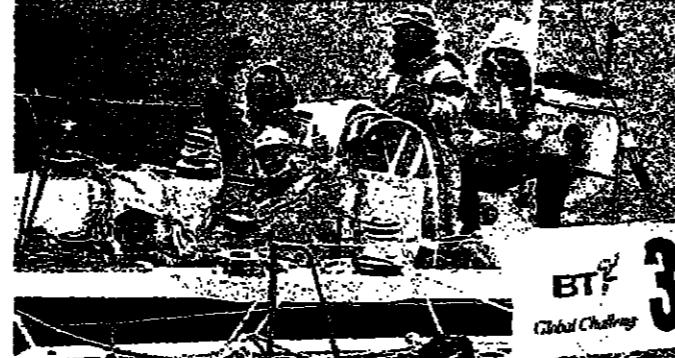
Alan Rudge, deputy chief executive of British Telecommunications, competed in the Wellington to Sydney leg of the BT Global Challenge, a round-the-world yacht race pitting 14 amateur crews against the elements and each other.

Among the full-time competitors still with the race is Humphrey Walters, chief executive of MaST, an international training company. While Rudge and Walters both joined the race for different reasons both say they have learned important lessons from their experience.

For Walters, crewing the yacht Ocean Rover has led to a fundamental rethink of his approach to training. Firing off memos to his company from the

## New wave of thinking on teamwork

Managers have learnt valuable lessons from a yacht race, say Keith Wheatley and Richard Donkin



boat, he has started changing training programmes and internal procedures. Six tests in widespread use throughout the company have been abandoned. "I've said we should drop them because we now have better evidence of things that work," he says.

"For me it's a business venture, not a jolly round the world," says Walters. "Most case studies of team building and management development are very short. This is a 10-month intensive case study of all things you need in working life. The difference is that in business you go home at the end of the day."

"It's a far more strict chain of command on board than in business, because it's a more

wrong and who's to blame." Walters sends back a monthly newsletter to MaST clients. "The response was so good that clients of clients have been phoning us up and asking for copies," he says. "It's more about the team-building and management experience than about sailing."

Alan Rudge, who first introduced the concept of using sailing as a business tool at BT, both for its team-building qualities and as a means of promoting the company, made similar discoveries when he joined the crew of the yacht Global Teamwork.

"I thought about it beforehand

and the conversation about why it happened was 30 seconds.

"In business it's very different. You spend hours, days, analysing what went

want my position at BT to get in the way. I volunteered for all the dirty jobs. I cleaned the heads [toilets] and did the washing up before we got going. I wanted to signal that I was willing to be part of the team and wasn't going to be stand-offish," he says.

"I tried not to be demanding. It's bloody difficult for arrogant bastards like us but I just shut up and did as I was told. I made a conscious effort not to be pushy and not to make suggestions."

Taking a back seat was doubly difficult for Rudge because he is an accomplished sailor in his own right, having competed three times in the Fastnet race, but he knew that a powerful

bond already existed within the core crew which had already endured the gruelling voyages across the Atlantic and the Southern Ocean.

Rudge says he found that the greatest motivator at sea was the fear of letting down his crewmates. "It is probably the biggest pressure of all. It is not stretching it to say your life is in their hands and their's is in yours."

The sailing ethos now seems firmly entrenched at BT. "Taking people out for a day on a sailing boat as a way of getting to know them, we have found, has proved invaluable," says Rudge.

Walters says he has learned lessons for his own benefit. "Things I take for granted I'm not going to assume that others do," he says.

"I probably won't do anything blindingly new, but what I will do is re-shuffle and re-invigorate aspects of the way my business and I work."

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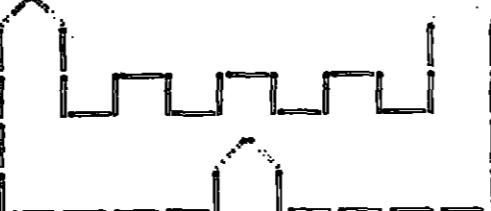
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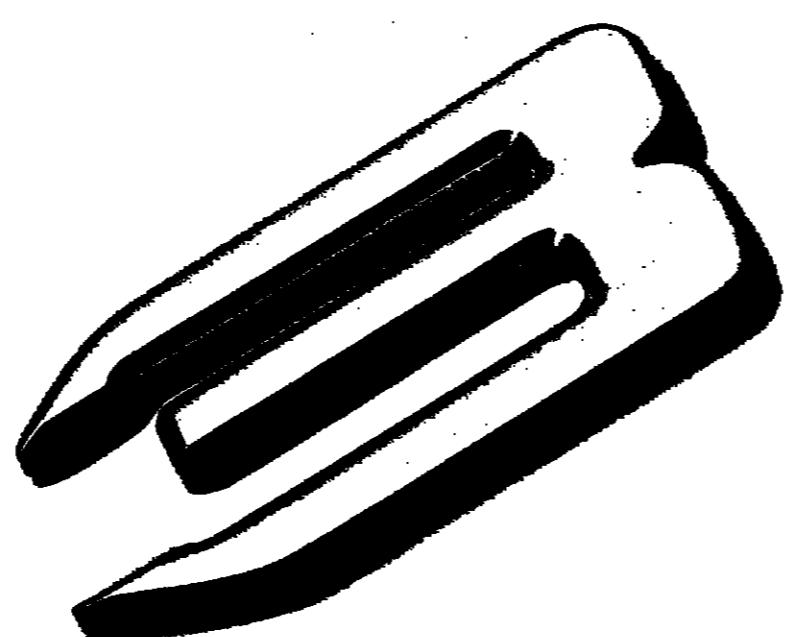
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## ARTS

# Matters of life and death

Nicholas Wroe talks to the American poet and undertaker Thomas Lynch

**I**t is an economic necessity for most poets to have a day job and Thomas Lynch is no exception. However, to the obvious glee of his publisher, Lynch's daily grind is not in the bank or even the latter day hum-drums of the university campus. Lynch earns a living by burying "a couple of hundred of his fellow townsmen each year". He is the local undertaker, as was his father before him, to the small community of Milford, Michigan.

In an inspired synthesis of his apparently disparate trades although what self-respecting poet does not keep a professional eye on questions of mortality? Lynch this week publishes *The Undertaking* (Cape, £9.99) a stunning collection of essays which puts flesh on his conclusion after half a century of living around funeral parlours that "undertaking is less to do with what is done to the dead, and more to with what the living do about the fact of life that people die."

Speaking to him he appears the epitome of mid-western solidity. In

a white cheesecloth shirt buttoned to the neck and baggy blue jeans pulled high over the waist he wouldn't be out of place with a pitchfork in Grant Wood's painting "American Gothic". But just like his book, there is more to Lynch than a simple integrity. This staid pillar of the community regularly surfs the Internet and while he is a long-standing Rotarian he is also, and again following dad, a long standing member of Alcoholics Anonymous.

*The Undertaking's* unclassifiable combining of personal histories, pathology and hard-earned wisdom is mixed with a delicately illuminating poetic insight. It is both serious - how can the brutal murder of children not be - and wryly humorous. His facility for showing both respect and professional realpolitik is seen in his reaction to his publisher delivering coffins around London - for bookshop window displays - in a hearse. "Well", he smiles, "coffins do fit nicely in hearses". He remains bewildered that people are scared of dead bodies. "Believe

me", he says, "no dead body can scare you as much as some living ones. A dead body is safe".

**A**nd he should know. In *The Undertaking* we read about the way he has "dressed and casketed" both his father and grandfather - "I know what I'll look like dead" - as well as an octogenarian aunt who died in the same room in which she was born. We also hear of the child killed by a stone hitting her car and the reconstruction of a girl's face after she had been raped, strangled and bludgeoned with a baseball bat. Lynch's work serving to "retrieve" the girl from the madman's frenzy.

There are passages in *The Undertaking* that beguilingly conjure an idyllic small town American way of life, but there is also death and bereavement as there always has been. Likewise suicide, but with the advent of Dr Jack Kevorkian and his promotion of assisted suicide, Lynch feels compelled to speak out.

"I wanted to be on record

because it happens in our neighbourhood. Having the right to die sounds beautiful, but we've always had that right. What he's doing is all together different and while I don't believe there's a right answer, I do believe we can debate it better than we do now. We can tell how badly it might go by looking at abortion, another issue about which there is no right answer. As soon as the law became involved it left no room for anything but extreme views.

"Sure we can all agree when some poor suffering soul is within hours of death and we all know what to do in that case - doctors have been acting in those cases for a long time - which is different from Kevorkian declaring a constitutional right to assistance. I'm trying to de-romanticise this thing because I see the bodies in the back of the van. I see somebody who may have tried suicide several times and for reasons known or unknown didn't accomplish it. I say that's natural. We've shied away from saying things are just plain wrong. We say they are illegal or impractical or dysfunctional. But sometimes we should say 'that's wrong' even if it's not illegal".

But no matter how they die, Lynch & Son will bury them and take pride in doing so. Although he acknowledges Jessica Mitford's role in raising the issue in her book *The American Way of Death*, he strongly contends that "because we don't like the idea of funeral directors making money, or some of the crass things that are done, doesn't mean we should do away with funerals. It means we should do away with those things and take back to ourselves that which is most meaningful. We have done ourselves a disservice by saying funerals are uncomfortable so let's not have any. In the end we'll spend as much on shrinks or bar bills. While we outnumber the dead at a funeral, all of us are outnumbered by the dead before us, and how we fit that into our lives is important." And, as he sensibly concludes, "When someone died they never called Jessica Mitford. They called me."



Thomas Lynch: questions of mortality

Robert Turner

## Theatre

## Cut off from reality

**U**nder what circumstances do we change our lives? The eight main characters of *Halloween Night* - a new play by Declan Hughes currently being presented at the Donmar Warehouse by the usually enterprising Irish company Rough Magic - are at a low ebb in their not-very-collective lives. They gather for a Halloween party at the house of their friend George, only to hear the news that he has just died of Aids. Since, however, he wanted them to party, they do so: whereupon hope, love, co-operation promptly re-enter their lives. But was the news true? When something happens to make them suspect George is not dead, their new starts all turn into dead ends. That is not, mind you, the last twist in the plot...

On the one hand, *Halloween Night* is a real play, with suspense and variety and emotion. Everything about it is professional, entertaining, competent. On the other hand, it is merely a play, full of contrivance. It reminds me of an Agatha Christie: the eight characters all gathering on *Halloween Night* even find the tide outside has risen and cut them off from the mainland, and they eventually hit on a rational explanation for the spooky things that happen in George's house. It reminds me also of the corniest trick in *An Inspector Calls*: having learned to reform their lives one way, it only takes another plot contrivance (was the inspector a real inspector?) for the eight characters to learn everything top-speed and to turn their hopes into Bedlam. It reminds me also of several other plays, all of them melodramatic. But it seldom reminds me of life.

It is up-to-date, mind you.



Pom Boyd and Paul Hickey in Rough Magic's 'Halloween Night'

**A**s the Royal Opera House prepares for its two-and-a-half year closure there is a temptation to look across the Channel with a degree of envy. People may not like Mitterrand's grand opera-house at the Bastille, but at least the French have built it, and it works.

There is a full season of productions, and audiences are healthy. The problem area remains the acoustics, which can be unhelpful (and to install an optional electronic sound-system is not the answer). For audience comfort there are probably few opera-houses in the world where one would rather sit through four-and-a-half hours of Wagner's epic *Parsifal*.

The experience of seeing this most awe-inspiring of the composer's music dramas in the theatre is rarely as uplifting as one might hope. Producers tend to find its complex web of religious and mythical allusions harder to untangle than they do the politics of the *Ring* or the straightforward human dramas of *Tristan und Isolde* and *Die Meistersinger*.

In Paris, the British producer Graham Vick applied his cool intelligence to the task with predictably clear-headed results, but the spirit of *Parsifal* eluded him, as it has so

## Opera in Paris/Richard Fairman

## In search of the spirit of Parsifal

which descended portentously from the flies and a quartet of angels with rainbow wings. Instead of being fired by passion in the second act, the singers were slowly rotated on the stage review, like steaks warming on a spit. And Vick let us down at the opera's big moments: the transformation scene became a sheet pulled along a washing-line and the *coup de théâtre* when *Parsifal* miraculously catches the spear dissolved into laughter, as one of the angels picked it up and minced across the stage with it.

If that reads like a catalogue of errors, it has to be said that they were no worse than in other recent productions and in his handling of the soloists and chorus, Vick was more adept than most.

He had worked out a convincing split personality for Kundry with his singer, Kathryn Harries, and it was a shame that her always wayward soprano failed to carry more strongly in the Bastille. Thomas Moser sang the title-role with very special musicianship, but did not progress beyond making *Parsifal* the ordinary guy-next-door. Wolfgang Schubert was a coarse Amfortas and Jan-Hendrik Rootering sang an impressively strong Gurnemanz, while looking restless at not being able to play a man of action.

In sum, this might not have added up to a very distinctive *Parsifal*. But Armin Jordan and the Orchestre de l'Opéra National de Paris matched the production's mood and pace tellingly. This was by some way the fastest performance of the opera I have witnessed, outlining the essence of the score with streamlined simplicity. Much of it in retrospect was rather bland, but thanks to some high-quality playing there was a luminous beauty and warmth to the music that lifted the evening on to a higher plane. These days, France's number one orchestra is to be found in the pit at the Bastille.

## Ballet/Clement Crisp

## Two Annas of promise

**I**n its revised production, made last year and now returned to the repertory, Kenneth MacMillan's *Anastasia* has been pulled into tight focus. Some editing of the score and the new design by Bob Crowley are to be thanked.

The first two acts, which present us with the Russian Imperial family, are more than ever like dream-memories of reality: they are what the Anna Anderson of the Berlin hospital of the last act thinks she recalls, hopes she recalls. The enclosing grey walls of Crowley's set, the distorted locations, prepare us for Anna's nightmare vision as she seeks her identity.

The dance-text is clarified by this re-thinking: the first act choreography, with its high spirits and serenities, and even its sudden chill as the Tsarevich falls, is more dream than fact; the

ballroom of Act 2 is a fantasy arena which will fall to the invading Bolsheviks. It is with the third act, and Anna's wild flight through her own anguished psyche, that this earlier text is given perspective.

I admire *Anastasia*, and when it returned to the Covent Garden repertory on Monday, I greatly liked Leanne Benjamin's Anna - a reading taut, drawn on the knife-edge of neurosis, tragically clear in intention and image. Every least nuance of Anna's feeling, her anxious clutching at straws of memory and her no less desperate journey towards identity, was shown with searing intensity. This is a heart-rending portrayal, shaped in long spans of despairing energy.

On Wednesday, Gillian Revie made an impressive debut in the role. One might complain she is physically too tall for the child of the first act, but the girl's innocence was well shown, and for the tragic survivor of the last act, she has the nervous force, the fine-drawn and distraught line of limb, that tells everything of the choreographic message. Revie is a beautiful young woman, and she is seen here - as she was when she played Mary

Vetsera in *Mayerling* - as a dance-actress of exact and touching girls.

In secondary roles, I greatly admired Elizabeth McGovern and Nicola Tranah as the Tsarina, and Stuart Cassidy and Gary Avis as Anna's husband: both men play with entire sympathy for Anna's swift-changing emotions, and partner with no less responsive skill. Some of the other performances - notably in the ballroom divertissement - were feeble, and the Tsar is a bit of a stick.

On a cross note, I record that the production appears to have been flung on to the stage. Lighting is errant (the sea in Act 1 may be billowing fabric covered with sequins, but we shouldn't see this), and at both performances, the film clips that are vital to the start of Act 3 were fudged: out of focus on Monday; non-existent on Wednesday. Inexcusable.

## INTERNATIONAL

## ARTS GUIDE

## ■ AMSTERDAM

**CONCERT** Concertgebouw Tel: 31-20-6718345 ● Gidon Kremer and Oleg Maisenberg: the violinists perform works by Schubert and Kantsjei; Apr 13

## ■ BARCELONA

**EXHIBITION** Fundació la Caixa Tel: 34-3-4588907 ● Oskar Schlemmer: this exhibition, the first retrospective of Schlemmer's work in Spain, brings together a representative selection of works from all stages of his artistic career. On display are his Cubist paintings, works which present his ideas on design and dance, as well as drawings done from the window of his house during the period when the Nazi regime had labelled him as a degenerate artist and forbade him to work. Also included are film reconstructions of the Ballet Triadic and the Bauhaus ballets;

to Apr 27

## ■ BERLIN

**OPERA** Deutsche Oper Berlin Tel: 49-30-3433401 ● Eugene O'Neill: by Tchekov. Conducted by Jiri Kout, performed by the Deutsche Oper Berlin. Soloists include Ute Walthier, Eva Johansson, Nadja Michael, Keja Boris and Lucio Gallo; Apr 15

## ■ DUBLIN

## EXHIBITION

Irish Museum of Modern Art Tel: 353-1-6713866

● Scream and Scream Again: group exhibition exploring the role of film in contemporary art.

Featured artists include Sadie Benning, Douglas Gordon, Isaac Julien, Tony Oursler, Lisa Roberts and Marijke van Warmerdam; to Apr 16

## ■ LONDON

## CONCERT

Royal Festival Hall Tel: 44-171-9604242

● Ian Bostridge: performance by the tenor accompanied by the pianist Julius Drake. The programme includes works by Schubert; Apr 14

● Zurich Tonhalle Orchestra: with conductor David Zinman and pianist Radu Lupu perform works by Brahms and Beethoven; Apr 14

**EXHIBITION** National Portrait Gallery Tel:

44-171-3060055

● Variations on a Theme: exhibition celebrating Britain's musical heritage of the past 150 years, including some rarely seen images from the gallery's archives. Composers featured include Coleridge-Taylor, Britten and Rawsthorne; to May 26

## JAZZ &amp; BLUES

Pizza on the Park Tel:

44-171-2355273

● George Melly: performance by the English jazz trumpeter and vocalist; Apr 12

## EXHIBITION

MOMA - Museum of Modern Art, New York Tel:

1-212-789-5500

● Life Drawings: selection from the museum's collection

examining the study of the human body since the early 16th century.

Artists with work on display include Michaelangelo, Raphael, Rubens, Picasso and Cézanne; to May 31

**EXHIBITION** The Metropolitan Museum of Art, New York Tel:

1-212-535-4000

● Hannah Höch: exhibition of work by the German artist who began experimenting with photomontage in Berlin just after the first world war, when a member of the original Dada movement. On display are 100 examples of Höch's work, covering her earliest experiments up to her final works in the 1960s; to May 20

The Metropolitan Museum of Art & Archeology Tel: 44-1865-278000

● Life Drawings: selection from the museum's collection

examining the study of the human body since the early 16th century.

Artists with work on display

include Michaelangelo, Raphael, Rubens, Picasso and Cézanne; to May 31

**EXHIBITION** Ashmolean Museum of Art & Archeology Tel: 44-1865-278000

● Life Drawings: selection from

the museum's collection

examining the study of the human

body since the early 16th century.

Artists with work on display

include Michaelangelo, Raphael,

Rubens, Picasso and Cézanne; to May 31

**EXHIBITION** The Metropolitan Museum of Art & Archeology Tel: 44-1865-278000

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## COMMENT &amp; ANALYSIS

## The FT Interview • Bill Gates

## FINANCIAL TIMES

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Friday April 11 1997

## Making sure with Shell

What should a company do when faced with pressure from a vocal minority of shareholders over its approach to politics or society?

Royal Dutch/Shell has become the latest and most prominent group to suffer this problem, thanks to its mismanagement of controversies concerning the Brent Spar oil platform and its activities in undemocratic Nigeria. At its annual meeting next month, it faces a resolution from dissident shareholders criticising its human rights and environmental policies and demanding it tightens procedures to ensure it fulfils its promises on corporate responsibility.

Is Shell right to reject the motion? On the face of things, it has a case. Though long in the political frontline thanks to its global activities, and though sometimes rightly criticised for corporate secrecy, it has generally occupied elevated moral ground by international standards. Moreover, since floundering two years ago over Brent Spar and Nigeria, it has improved its approach to social and environmental issues.

It has broadened its "statement of general business principles" to encompass support for human rights – "in line with the legitimate role of business" – and for sustainable development. It has consulted widely with non-governmental organisations and vowed to take their concerns into account in future

strategy. It has tightened its internal controls, and made more information available.

The question is whether that will prove enough. The dissidents want Shell to go further, by establishing an "independent external review and audit procedure for such policies". Shell says it is satisfied with its internal procedures, and that external audit is "only one of the tools" available to help managers monitor implementation. Moreover, if shareholders feel differently in sufficient number, they can throw out the board.

Up to a point. Shareholder concern over corporate responsibility issues may not be sufficient to warrant the nuclear weapon of sacking directors, but might be real enough nonetheless. Group reporting procedures still allow significant leeway to powerful country managers – one of the structural flaws that led to the problems in Nigeria's Ogoniland. Given that fact, western critics will continue to complain of insufficient transparency.

Shell may feel aggrieved that it has become the latest target for publicity-seeking corporate governance consultants. But its procedures on the environment are not as open as those of, say, British Petroleum, and in that sense it still has a genuine public relations problem. It is always better for companies facing criticism of this kind to try to outflank it than to appear grudging or defensive.

Pensions debate

Pensions are one of the few areas where there are real differences between the policy ideas of the two main parties in the British election. The Tories offer more privatisation; Labour would maintain the basic and earnings-related pensions, while offering a new "stakeholder" pension to substitute for Serps.

This would be like a personal pension, but with a New Labour, communitarian gloss: it would be run jointly by employees, employers and the finance industry. However, employers do not seem to think much of the idea. According to consultants Alexander Clay, 80 per cent of companies with pension plans would not join industry-wide stakeholder schemes because of lack of control and the involvement of unions.

The Tories would abolish Serps and phase out the basic pension in favour of compulsory personal pensions for younger workers. But this approach is supported by only 14 per cent of companies with pensions schemes.

The pensions industry has also criticised the Conservatives' idea of financing the scheme by switching tax relief from contributions to pensions in payment. But it would be difficult to tax employer contributions in salary-related schemes without damaging employees' incentive to join schemes or employers' incentive to offer

them. A cash-strapped government might renege and tax pensions anyway.

The Tory plan to cut state pensions is unnecessary: contributions are projected to fall over the next 50 years, despite a 50 per cent increase in the number of pensioners. But they are affordable only because they are inadequate.

By 2030, the basic pension will be worth just 7 per cent of average earnings. Mandatory second-tier pensions – Serps and private plans – will probably provide the same again or fall. But if people do not make additional provision, they will be left short in retirement.

Furthermore, while most people have personal or company pensions, a significant minority misses out because of time spent not working or on low earnings. Average pension incomes have risen 51 per cent since 1978, slightly faster than workers'. But the income of the poorest 20 per cent is only 24 per cent higher than it was in 1978. This aged "underclass" will lag further behind on current policies.

The most sensible approach would be, first, increasing income support ahead of inflation, so that poorer pensioners could share in rising living standards and, second, greater mandatory pension coverage to ensure that the rest save enough for old age.

## Role for EBRD

The European Bank for Reconstruction and Development was controversial from the very beginning. Under its current president, Jacques de Larosière, however, it has proved its worth. It has a big task ahead of it, though not one that should last forever.

The idea behind the creation of the bank six years ago was that transforming centrally planned economies was an unprecedented task which required help from a specialised institution. Opponents argued that it would merely be another self-serving bureaucracy – a view that the profligate style of Mr Jacques Attali, the first president, appeared to confirm.

This year's annual general meeting in the Bulgarian capital, Sofia, shareholder governments agreed to double the bank's capital to Ecu20bn. They also approved a forward-looking "graduation policy". This committed the bank to tackling innovative projects that open the way for future private involvement.

The bank's job is to apply sound banking principles, while opening new opportunities for domestic and foreign private capital. In more advanced central European countries, this process is already well advanced. They should be able to stand on their own by the first decade of the new century.

Elsewhere, however, the bank's growing expertise and ability to provide comfort to outside investors seems likely to be needed much longer.

From Poland to the Pacific, one of the best indicators of its effectiveness is its growing ability to generate co-financing. Last year the EBRD mobilised Ecu3.5bn from third parties in addition to the Ecu22bn from its own resources.

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This year's annual meeting, which starts in London tomorrow, finds the institution profitable, respectable – and in search of a new vice-president and perhaps a new president. But the path they will have to follow has been well laid out by the present incumbents.

By applying sound banking principles, the EBRD has helped promote honest business and transparent deals in a region where the rule of law is weak and where privatisation on an unprecedented scale has inevitably been accompanied by corruption. It has kept to its brief of not competing with the private sector, but has co-operated on projects that the private sector has been unable, or unwilling, to undertake on its own.

The bank has become the largest single investor and lender to the private sector,

# Guardian of the gateway

Louise Kehoe meets the co-founder and chairman of Microsoft as he promotes the vision of a PC in every living room



the home as in the workplace. "I think people are going to be pretty stunned. They saw how quickly we adapted the PC to Internet standards. The next target is simplicity."

Microsoft has demonstrated its rapid reaction times. Within days of a decision by the Federal Communications Commission to allocate digital television channels to US broadcasters earlier this month, the company jumped on the opportunity. Gates is already demonstrating the ability of the PC to enhance digital TV signals with interactive features. He has campaigned for the adoption of PC-friendly digital TV video display standards which have been opposed by TV manufacturers – and promised that the ability to display digital TV will be a standard feature of PCs built next year.

**T**he PC will "bootstrap" digital TV, Gates says, suggesting that the success of broadcast digital TV will depend on his industry. There will be tens of millions of PCs capable of receiving digital TV signals in use by the time US broadcasters begin transmissions next year, he says. Consumers will choose these PCs over "very, very expensive" digital TVs. "We see the migration to digital TV as a big new opportunity for the PC."

This is not the first time Microsoft has tried to enter the living room. Three years ago the company invested heavily in the development of interactive TV, only to see its efforts fail. "Patience is a key element of success," Gates says with a smile.

It is a philosophy that has served him well in several aspects of Microsoft's business. Windows, now the most widely used PC operating system, went through several iterations before becoming a commercial success. Similarly, Gates doggedly supported the CD-Rom for the best part of a decade before it caught on.

"We have been working on interactive TV for a long, long time," says Gates. The problem has been the technology is too expensive, but he is optimistic that the magic of semiconductor chips, which double in power every couple of years, will overcome this problem. "It is still going to take a while before we have interactive digital TV."

In the meantime, bringing the Internet into the home is Microsoft's primary focus. For all of the hyperbole surrounding the Internet, most PCs are not yet linked to the global network. "There is still a lot of work to be done to get the world to see the Internet as something that everybody has to have."

Gates will not shirk this task, or indeed any other that may further Microsoft's prospects. After the interview, he is rushing to squeeze in a visit to WebTV's Silicon Valley headquarters before jetting to Houston, Texas, for dinner with Andy Grove, Intel chief executive. After that, he is giving another big speech before an audience of 6,000 computer dealers. For Gates, it is all part of the Road Ahead.

### Financial Times

#### 50 years ago

**Nickel rupee** For India India gave up the minting of the rupee in silver yesterday, when the Central Legislative Assembly passed a Bill brought forward by the Finance Minister for the rupee to be minted in nickel.

There was strong opposition to the proposal, and only the demand by the Government which secured assent to what is described as a "highly unpopular change". The return of 226,000,000 ounces of silver, borrowed from the United States during the war, is the most important practical consideration prompting the Bill amending the Indian Coinage Act.

**Mr Truman's warning** President Truman stated yesterday that the possibility of amending war-time legislation which obliges the Government to prevent prices of foodstuffs and farm commodities from falling below a minimum was under consideration, and warned that, unless prices in general came down, wage increases would be justified. He was in favour of reductions in the prices of foodstuffs as well as the prices of manufactured articles, but acknowledged as correct that the U.S. Government was planning to spend \$100 million to keep up the prices of foodstuffs and farm commodities.

### O B S E R V E R

#### Ahead in the clouds

Only a month ago, a potential Swissair executive, David Gosselin, was still the new chief executive – and thought in a couple of months from now, he would be the new chairman. Always a Swissair fan, he told that there are no major changes in its structure.

He is not alone. Two thirds of its board should be Swissair.

Getting ahead of the problem should not be difficult if one always adds a few more Swissair to the management team. But the airline could have avoided the problem in the first place if only it had swallowed its pride and brought in the one man in the organisation who really knows how to run an airline – Morris Stora, 54, who runs Crossair, Swissair's majority-owned regional carrier.

Stora's problem is that he doesn't quite fit the Swissair mould. The veteran Swissair pilot, who sits in his own airline in his spare time, yesterday turned up at his annual general meeting in a tuxedo dressed as a cowboy. He joked that he needed to carry a gun to get more respect in the boardroom of SAirGroup, Swissair's parent.

Crossair has been much more successful than Swissair in

coming with diving prices and climbing costs. One reason is that Stora's pilots get paid far less than the typical Swissair pilot – through a generous profit-sharing scheme which helps keep Crossair's troops motivated. Swissair could have done worse than hand over the controls to the entrepreneurial high-flyer.

Some see Microsoft's purchase of WebTV as an admission that PCs are too expensive and too complicated to become true mass-market consumer products. But Gates is having none of it. He rejects any suggestion that Microsoft has adopted the network computer approach touted by his arch-rivals, Larry Ellison, chairman and chief executive of Oracle, and Scott McNealy of Sun Microsystems.

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## RECRUITMENT

**T**hose who find headhunting distasteful tend to argue that it prizes away previously contented executives from their jobs.

But this ability to spread the net across both job-hunting and company-focused individuals is part of the attraction of headhunting. It is designed to seek out the best candidates whether they are contenting a move or not.

Job advertisements attract only those who are tempted to apply. They cannot find the individual who, for whatever reason, is happy to stay put or who may undervalue his or her particular talents.

There is potential in headhunting, therefore, to promote the careers of people who, because of their particular perspective, may not position themselves well for career enhancement.

Ethnic minorities, for example, have many people with executive skills who too rarely get the opportunity to show what they can do. Julian Edwards, one of the few black search executives in the UK, is trying to address this problem in a London Docklands-based search firm called Headfirst, which she set up seven years ago when she left Headrick & Struggles, the headhunters.

She and her co-director Calum Forrest, carry out general searches which, they say, are aimed principally at finding the best candidate for the job. They argue, however, that good contacts among ethnic communities enable them to tap into a rich and often undervalued seam of talent.

"Our philosophy is to find the best person for the job regardless of their gender or race," she says. One of their finds was Angela Sarkis, chief executive of the Church Urban Fund, the Anglican charity which supports inner-city projects.

Finding such people can be difficult for big headhunting firms, argues Edwards, because few black and Asian people have been able to develop careers in executive search. Headhunting among ethnic minorities in the US, however, has been estab-

lished to such an extent that some leading search firms have specific departments devoted to finding ethnic minority candidates. The multicultural make-up of US society has encouraged the development of diversity in business to reflect that in the community.

Such policies are now beginning to enter UK personnel departments. Judith Evans, vice-president for equal opportunities at the Institute of Personnel and Development and director of personnel policy at J. Sainsbury, the supermarket chain, says: "I think that many organisations would like to recruit more ethnic minority people into senior positions and have had difficulty finding people, so an opportunity to search among a broader range of candidates than they might normally come across is a good thing."

Some 7 per cent of the 115,000-strong Sainsbury workforce is from ethnic groups, compared with 4.5 per cent across the whole UK workforce. About 3.5 per cent of its managers are from ethnic minorities, mainly recruited in-house, using policies which encourage minorities to step into management. These policies include careers guidance, job shadowing and job "tasting" in which someone can try out a job for a day or two.

The company also recognises the value that other minorities, such as disabled people, can add to a business. The store manager at the New Cross branch in south London, for example, has employed a number of disabled people after discovering that they have proved highly adept at innovating.

"Problem solving is a way of life for them and their skills bring an extra dimension to the business," says Evans.

As companies wake up to the need for diversity among their workforces, the search

profession should be well placed, because of its approach, to recruit the most talented people from all shades and sections of the community. Perhaps first, however, headhunting firms should strive to develop greater diversity within their own organisations.

will help to drive improvements in employment terms for temps.

The guarantee, she says, will make it incumbent upon Tate to ensure its temps are well trained and efficient workers. But how can the company ensure that its clients provide useful work and good employment conditions? Temporary office workers know only too well that their talents can easily be under-exploited by managers or in-house professionals who are either too busy or who do not know how to get the best out of their staff.

Robertson has a solution here, too. She is offering to supply line managers whose job is dedicated to making the best use of the staff. "We have clients with good working cultures where we think people will have the opportunity to grow in their job. If we have companies abusing these principles we will sack them as clients."

These seem refreshing words in an industry which has too often been content to shed its responsibility for employees within hours of them being handed over.

"Normally agencies say that, if they are not told of dissatisfaction with an employee within four hours of them starting, they have discharged their duty to the customer," says Robertson. Her new policy, therefore, is already making a few

pegs to agricultural rates, yet their status in the local community is far higher than that of the average farm worker and their river knowledge makes them the masters of their working environment. I have seen the most exalted of chief executives reduced to the role of novices when casting for salmon alongside an experienced ghillie.

Now are these people spared the odd rebuke if they lose a fish. It is as if the river has become populated by Bertie Woosters in the capable hands of countryfied Scottish versions of Jeeves. The word ghillie is Gaelic for servant. Yet it is difficult, today, to view them as anything other than managers. Many have quite responsible management roles, striving to ensure their parties have a good time and get on with each other.

Robert Greenleaf, the US management writer, described such managers as servant leaders in his 1977 book *Servant Leadership*, and advocated the adoption of servant-like styles in leadership. But maybe it is time proper value was placed upon those who have traditionally acted as servants.

**Richard Donkin** meets executive searchers with good contacts in ethnic communities

## An edge in the headhunting race

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This is a challenging position with good future prospects. Interested candidates should send detailed cv, quoting reference S193AR, to Ole K Roed, PA Consulting Group, 23 rue Aldringen, L-1118 Luxembourg.

**PA Consulting Group**

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**Excellent Package**

**Opportunity for a dynamic individual to join this experienced innovative team encompassing all aspects of property finance.**

**THE COMPANY**

- Part of one of the UK's largest Chartered Surveyors, with a highly successful multidisciplinary practice.
- Provides specialist advice to corporate and private clients in commercial and residential property finance.
- Small professional team with ambitious plans for growth and diversification.

**THE POSITION**

- Assist originators with marketing, business plans and execution of property transactions.
- Manage a wide range of transactions including MBO, Venture Capital, Securitisation and the raising of debt finance.

Please send full cv, stating salary, ref PS70403, to NBS, 10 Arthur Street, London EC4R 9AY  
Fax 0171 623 1525 Tel 0171 623 1526

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## Multinational Conglomerate Corporate Finance Mining Sector

**London**

Our client is a leading privately held conglomerate which owns a diversified group of international companies spanning sectors such as manufacturing, mining and exploration, trading, marketing and service companies. The group has a global presence with operations in Europe, USA, Africa and Asia.

The Group has seen exponential growth since its inception in 1974 and now seeks to recruit a professional to co-ordinate the corporate finance function. Based in London and reporting to the Managing Director the initial business focus will be to list the mining companies and then to identify and originate acquisitions in this sector. This will require extensive international travel.

The individual appointed is likely to be a Vice President/Assistant Director from an investment/merchant bank, stockbroker or niche corporate finance house and

**Excellent**

must be able to demonstrate the following attributes:

- Extensive knowledge of listing companies, preferably within the mining sector.
- A track record in international M&A and debt/equity Corporate Finance.
- Excellent relationship building and business development skills.
- The ability to work independently and adopt a flexible approach.

This is a superb opportunity for a high calibre, motivated and successful individual to join an expanding international organisation and share in its future growth and prosperity.

Please contact Annabel Haywood or Jayne Philpott on 0171 269 2318 or write to them enclosing a full CV at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH. Fax 0171 405 9649.

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## FLEMINGS

### Corporate Finance Manager - Mining

**City**

Flemings is a leading international investment bank, rapidly expanding in global markets. It provides a full range of advisory services in capital markets and mergers and acquisitions. The company also enjoys an enviable reputation as one of the foremost Emerging Markets groups. Within investment banking there is a specialist mining group with operations in the United States, Australia, South Africa and Latin America. Its joint ventures (Ord Minnett, Fleming Martin and Fleming Latin Pacific) have resulted in the team being at the leading edge of the mining industry.

Due to expansion within this team, there is a requirement to add an experienced professional. Based in London, the role would be to originate new business, analyse transactions, assist in the execution of transactions and act as the key liaison person for the overseas offices. The ideal candidate will have at least three years experience within a mining team in investment banking (in corporate finance or securities

research), or will have worked within a mining company. In addition to sound commercial judgement, interpersonal skills and technical expertise, the candidate must also be able to demonstrate:

- Excellent financial skills.
- In-depth understanding of the mining industry.
- Strong academic background, preferably with a good degree or similar professional qualification.

This is an excellent opportunity for career advancement within an expanding team and the possibility of a future international posting.

Interested candidates should contact Ian L. Tucker on 0171 491 4650 or write to him, enclosing a full curriculum vitae at: SCI International Group Limited, 21 Arlington Street, London SW1A 1RN. Fax number: 0171 491 4630.

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## Equity Strategist

**Excellent**

**City**

The combination of the skills and resources of Dresdner Kleinwort Benson has created a leading force in international investment banking. As Dresdner Kleinwort Benson we are set to be among the very top institutions dominating the global investment banking sector.

We are looking for a young professional to join our innovative and highly rated global economics and strategy team, working with the UK and European Strategists. This is a broad role which will require you to contribute fully to the development of the written product and to maximise the use of our Pan European databases in the strategy process.

You will be a graduate with a good honours degree and two years' work experience in fund management or analysis which will have given you a good knowledge of equity products. You will be a good team player and have excellent communication skills.

If you are now looking for a more responsible position with the opportunity to make a real impact, please write to us with your CV and a covering letter explaining how you meet our requirements and how this position will meet your career ambitions, to: Lorna Byers, Personnel Department, Kleinwort Benson Limited, 20 Fenchurch Street, London EC3P 3DB by 23 April 1997.

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## INVESTMENT ADMINISTRATION MANAGER

### OCCUPATIONAL PENSION SCHEME

**CENTRAL LONDON**

Managing the pension fund of a major UK company, this investment department is seeking to appoint a head of administration. This £1.4bn fund has an excellent performance record and is managed by both internal and external investment managers.

The role is to take charge of all administrative functions and to coordinate accounting and management information provided by a variety of external suppliers.

Reporting directly to the investment manager the responsibilities will include:

- company secretarial duties
- investment accounting

• preparation of statutory accounts

• cash management

• maintenance of compliance procedures

• general administration

• ad hoc projects

The ideal candidate will be a computer literate qualified accountant or company secretary with experience under IMRO or SFA regulations. Consideration will be given to otherwise suitable applicants without this experience. He or she should enjoy dealing with a variety of issues as part of a small team and should have the confidence to deal with management at main board level. The successful candidate should be able to work comfortably alongside external professional advisors such as property managers, accounting agencies and lawyers.

This is a highly responsible position calling for absolute integrity, attention to detail and commitment, as well as a can do approach. It may be of particular interest to mature persons seeking a final career move.

Interested candidates who feel they have the skills required should forward a detailed CV stating current salary package to Kacey Young or Richard Draper at Robert Walters Associates, 10 Bedford Street, London WC2B 9HE, telephone 0171 379 3333, fax 0171 915 8714. Email: kacey.young@robertwalters.com or richard.draper@robertwalters.com

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**European Bank**  
for Reconstruction and Development

The European Bank has a unique challenge to assist the countries of central and eastern Europe and the former USSR in their transition to market economies.

The European Bank supports projects through lending, taking equity positions and providing technical assistance.

The Bank's Process Analysis and Information Technology Department in the Finance Vice Presidency is responsible for delivering business solutions based on a strong foundation of business process analysis to a multicultural user base. Their remit of improving productivity while minimizing risk is closely tied to a strong outsourcing policy. The department also provides a full complement of operations support and training services to both its headquarters in central London and to its resident offices throughout central and eastern Europe.

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**Budget and Performance Management Manager**

To manage the Budget and Performance Management unit of the IT department. The unit is responsible for the expenditure, budget, quality, and performance measurement functions within the IT department. To identify areas for cost efficiency and productivity enhancement in the service delivery and mechanisms of the IT department.

Responsibilities:  Administration of the IT Generally Managed Budget.  Establish of a service cost accounting system.  Reporting methodology.  Management and enhancement of quality, performance and productivity measurement processes in respect of IT services.

Requirements:  In-depth knowledge of IT systems and IT service delivery mechanisms within a banking environment.  Experience in function point analysis and similar evaluation methods an advantage.  Post graduate or honours degree.  Experience of budget planning and execution processes within a banking environment.  Experience of managing small projects for fast track implementation to arrive at new financial solutions and improved operating processes.  Able to operate confidently across all areas of IT development, technology infrastructure, budgeting, performance measurement and management, and interpersonal skills at all levels of communication and report writing.

Advanced knowledge of Access, Word, Excel, PowerPoint.

To apply, please send a detailed CV in English, quoting reference number PT1004 to: European Bank for Reconstruction and Development, One Exchange Square, London EC2A 2EH.

All applications will be acknowledged. Please help by no later than 12th April 1997.

**EXPORT TRADER**

Small Trading House based in Milnerton dealing with a wide range of exports to East Africa wishes to recruit experienced telephonist/administrator - willing to travel. Salary to be negotiated.

Please apply with CV to: Mrs ALEXA, Financial Times, One Southwark Bridge, London SE1 9HL.

**Foreign Exchange Settlements Clerk**

24 hour margin foreign exchange environment, to work night shift 18.00 pm to 4.00 am.

Age: 20-25. At least 2 years experience. £22,000 and use of a company car.

Please apply with CV to: Mrs ALEXA, Financial Times, One Southwark Bridge, London SE1 9HL.

**INSTITUTIONAL FIXED INCOME SALES**

Good income relative value sales desk seeks qualified individuals to join sales effort focusing on global sovereign debt & derivative securities such as listed & OTC options, swaps and swaptions. This group is part of a major international bank with AA credit. Positions available in either New York or London Office.

Please fax your resume to: Debbie Tamm, One Southwark Bridge, London SE1 9HL.

**PRIVATE INVESTOR SECT. BILINGUAL (ENGLISH-FRENCH) EXECUTIVE SECRETARY**

for full time position in Amsterdam. Three years experience required. Must be articulate, well organised, detail oriented with the ability to work independently. Excellent communication skills in a multi-lingual environment. Experience in the financial industry, particularly in the banking and insurance sectors, is an advantage. Good telephone and computer skills.

Please fax your resume to: Mrs ALEXA, Financial Times, One Southwark Bridge, London SE1 9HL.

## Actuaries

Edinburgh

With assets of some £50 billion under management and a triple A rating, Standard Life is Europe's largest mutual life assurance company. We have a reputation for integrity in our business dealings and a commitment to customer service with a culture that welcomes change and innovation.

In recent years, not only have we achieved significant growth in our UK business, but we have also expanded our overseas operations in Canada, the Republic of Ireland, Spain and Germany and we have further ambitious plans to develop in India and China.

As a result of this expansion, we need to strengthen our Actuarial team based in Edinburgh. We have a number of different positions which would suit Actuaries with up to 5 years' post-qualifying experience. We also have some potential opportunities for more experienced Actuaries.

We can offer a diverse range of work, ensuring a stimulating environment. Our wide range of products and services means you'll gain a real breadth of experience whilst the size of our organisation means we can provide plenty of scope. You may be placed in Life, Pensions, Overseas Business, Marketing or Corporate Actuarial. Your experience will, therefore, determine how and where we initially place you within our organisation.

Naturally you'll have a first class record of academic achievement. We'll expect you to be flexible and proactive, an excellent communicator and someone who can make a positive contribution to the team. If you also enjoy finding innovative solutions to business challenges and can thrive in an environment of constant change, we would like to hear from you.

Salaries will be competitive depending upon previous experience. The salary is also supported by comprehensive benefits which include, car allowance, pension scheme, house purchase loan scheme and private medical cover.

To apply, please send your CV, quoting reference 1971/FT and current salary details to Sandra Groundwater, Recruitment Consultant, Standard Life Assurance Company, Standard Life House, 30 Lothian Road, Edinburgh EH1 2DH. Standard Life is committed to equal opportunities.



**STANDARD LIFE**

## Head Of Banking & Credit Card Operations

Leading Financial Services Organisation

Home Counties

Package c.£70,000 + Benefits

Our client is a leading retail financial services organisation, with strong brand recognition and a full range of products encompassing unit trusts, PEPs, pensions, insurance and banking services. The Operations Division services and processes all business relating to the company's retail activities, focusing on delivering quality service to clients and professional intermediaries.

As a result of an internal move, the company now wishes to appoint a new Head of Banking and Credit Card Operations. Reporting to the Operations Director, the appointee will:

- manage a team of around 80, ensuring the highest standard of service at a competitive cost;
- take responsibility for the financial performance of operations, controlling a total budget of approximately £5 million;
- manage relationships with internal and external service providers and oversee customer end to end processes.



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- Generelle Zielsetzung ist es, in diesen Märkten ein anerkannter Name zu werden und einen entsprechenden Return zu erwirtschaften.

Wir bitten Sie Ihre schriftliche Bewerbung mit Curriculum Vitae, getätigten Transaktionen und Einzelheiten zu Ihren



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K/F SELECTION

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## Executive

### Retail Financial Services Regulation

The Securities and Investments Board (SIB) is the overall supervisor of the regulatory system set up under the Financial Services Act. It also directly regulates a small number of firms of varying sizes. All aspects of regulation relating to these firms reside in one department, each of whose members deals with individuals at senior levels in the firms concerned.

The job holder will report to the Head of Department and tasks will include:

- Development of Direct Regulation policy and input into decision making.
- Handling internal and external enquiries at all levels.
- Briefing for and attending internal and external high level meetings.
- Analysis of notifications submitted by regulated firms and assessment of project plans.
- Control of all departmental records including budgets and fees.

The successful candidate should be of graduate calibre and a professional qualification would

be useful. He or she should have relevant industry experience (preferably in a life office or in regulation) and may be pursuing or have achieved the Financial Planning Certificate and/or other industry recognised qualifications. He/she must have excellent communication and interpersonal skills, an ability to deal with enquiries in a clear and professional manner and the presence to attend and contribute to meetings at all levels. A high level of numeracy, together with problem solving, research and analytical skills is essential as is sound judgement and the ability to read, write and understand complex and technical communications.

This is an excellent opportunity to gain a clear overview of retail financial services regulation. Interested applicants should initially contact Sue Lintern at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH for an information pack, quoting reference 343674 or telephone 0171 269 2365. Closing date Wednesday 23rd April 1997.



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'A key member of Shell's highly influential transformation team'

## Strategic business improvement

Based in the Netherlands - Extensive travel worldwide - Excellent package

With a triple A rating, operating units in over 120 countries and an annual turnover of US \$172 billion, Shell is a significant player in the world energy industry as well as being one of the largest corporations in the world. Net income in 1996 has just reached a record of US \$8.9 billion. It is our intention to continue to grow and sustain our business over the next 10 years with due regard to our responsibilities for staff, customers and the communities in which they live, along with a proper concern for health, safety and the environment.

You are probably currently working in an internationally oriented organisation and will have had some experience of or exposure to change/transformation. Dynamism, personal presence, the ability to anticipate discontinuities in diverse cultural settings and a willingness to challenge the status quo are all important qualities. Above all, you will possess a natural curiosity about transformation linked to a strong desire to meet and exceed the targets set.

To apply, please write with a detailed CV to: Recruitment Manager (Ref: LEAP/1-FT), HSL/3, Shell International Limited, Recruitment Division, Shell Centre, London SE1 7NA.

Alternatively, apply via the internet, quoting the above ref, to: Shellrecruit@onepoyle.demon.co.uk



**Deka Gruppe**

**SparkassenFonds**

## OPERATIONS MANAGER

INTERNATIONAL FINANCIAL SERVICES CENTRE - DUBLIN

### The Company:

Deka Group is in the process of establishing an IFSC Fund Management company Deka International (Ireland) Limited, which will compliment existing subsidiaries in Frankfurt, Luxembourg and Zurich. The core activities of the group are management of international Bond, Equity, Money Market and Real Estate Funds amounting to over DM 110 billion and deposits amounting to over DM 24 billion.

Deka Group is the wholly owned investment arm of the German Financial Services Group (Sparkassenorganisation), comprising of the largest network of domestic savings banks within the German Banking sector.

### The Position:

Our client wishes to appoint an Operations Manager to work closely with the Board of Directors. This person will be an experienced professional with a recognised qualification in Accountancy, Tax, Banking or equivalent and have at least 5 years' experience of working in the funds industry, ideally with exposure to a broad range of Investment Funds.

The successful candidate will be expected to make a significant contribution to the establishment and the development of the Irish Company and will be responsible for its day to day management. Applicants should have proven management skills, an adaptable and flexible nature together with a high level of organisational, interpersonal and communication skills, and be highly computer literate. A fluency in English and German both written and oral is essential.

An attractive remuneration package commensurate with experience will apply to the above position.

Applicants should forward a full Curriculum Vitae and salary details quoting reference number DB4 in strict confidence to:

James Fitzsimons, Careers Register, 9 Anglesea Street, Dublin 2, Ireland

(to arrive no later than 30th April 1997)

Tel: +353-1-679 8900. Fax: +353-1-679 1970. Email: careers@iol.ie

**RECRUITMENT CONSULTANTS GROUP**

2 London Wall Buildings, London Wall, London EC2M 5PP

Tel: 0171-588 3588 or 0171-588 3576

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**CJA**

## ASSOCIATE DIRECTOR -

## RISK MANAGEMENT

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**£60,000-£90,000 + BENEFITS**

PRIVATE EQUITY BUSINESS OF ONE OF THE LARGEST AND MOST DIVERSIFIED FINANCIAL SERVICES COMPANIES

Due to the rapid expansion of our client's volume of business we invite applications from candidates who have significant risk management or transaction experience of complex equity, equity-related or project financings with financial services businesses. As part of an exceptionally able team you will work at the forefront of the transaction process with the originators, and will be responsible for the analysis, structuring, review of the financial modelling, negotiation, documentation, closing portfolio management and ultimately exit. You are likely to have a post-graduate degree in finance or a related discipline and a second European language is highly desirable. There will be frequent European travel. You need to be highly energetic, have boundless self-confidence, keen to embrace change and "do deals", take great responsibility and be able to justify the decisions you take. Attractive package including car or car allowance, contributory pension, medical scheme, large company benefits and excellent international career development opportunities. Applications in strict confidence, under reference RM6154FT to the Managing Director, CJA.

**Associates – European Telecommunications & Media**  
Global Investment Bank

**City**

Our client is one of the largest and most successful global investment banks with a sizeable and expanding European presence. The Global Telecommunications and Media Group is one of the largest in the sector, providing a comprehensive array of investment banking services including strategic advisory, M&A, equity financing and high yield debt. Further Associates are now sought for the European team. This is a fully integrated part of the Global Group.

Key responsibilities will be as follows:

- to manage and drive the execution of a broad range of transactions;
- to contribute to the identification and winning of new business;
- to provide industry and product expertise and ensure the delivery of an outstanding quality of service.

Candidates should be in their mid twenties to early thirties, possibly with a financial or MBA qualification. They will have gained significant experience

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**\$200,000 plus**

in transaction based corporate finance and/or advisory work in a first class financial institution. Alternatively they will have previous exposure to the telecommunications and media sectors within a consultancy or major corporation. Fluency in European languages is desirable but not essential. Excellent presentation and communication skills will be combined with a high level of numeracy, financial sophistication, commercial awareness, a strong team orientation and the ability to thrive in a fast-moving, entrepreneurial environment.

The roles are based in London although candidates will be required to travel on a global basis. The remuneration package is structured to attract the most qualified individuals and includes a full range of executive benefits.

Please send a full CV in confidence to GKRS at the address below, quoting reference number 685, on both letter and envelope, and including details of current remuneration.

## Corporate Finance Professionals

### EXCELLENT + COMPETITIVE PACKAGE

LONDON

### THE COMPANY

This is a superb opportunity for a range of Corporate Financiers, from Directors to Managers, to join an expanding team in the City. Working within a leading financial institution, the appointed individuals will primarily focus on international transactions.

### THE INDIVIDUALS

To initiate new business or act in an advisory capacity when required.

### THE INDIVIDUALS

Ideally a graduate, MBA, CPA or other professional qualification.

In-depth understanding and proven track record of corporate finance business.

Strong M&A background, both in public and private transactions.

Comfortable with the processing of transactions from origination to closing.

WSL

To APPLY PLEASE ENCLOSE A DETAILED CURRICULUM VITAE TO: KATE GRIFFITHS-LAMBERTH OR TRACY CARR, AT WSL EXECUTIVE RESOURCING, 80 HAYMARKET, LONDON SW1Y 4HW. TEL 0171 930 9066 OR 0468 878257 FAX 0171 930 9077 E-MAIL Kate@ws-l.co.uk

## Operations Professionals... do you...

See yourself as a partner of the business?

Manage change?

Develop client relationships?

Feel that you can improve the bottom line?

Or a servant of the business?  
Or does change just happen to you?  
Or stay in the background?  
Or believe that "the business" means only the traditional revenue generators?

## Logistics Client Service and Relationship Management

London

Equity/Interest Rate Products

£Excellent

Client Service has become a popular concept in investment banking. Unfortunately it usually means a help desk bearing the brunt of customer complaints. Our client thinks differently...

It is one of the most sophisticated global investment banks with a comprehensive product range and a forward thinking attitude towards logistics. Its Global Client Service Group epitomises that approach, working with operations production and processing areas to create the highest standards of client delivery; researching the client base to understand its composition and identifying how products and service could be better delivered to clients; improving quality and operational capability through focusing on client service delivery; providing support to the marketing effort in establishing and maintaining relationships, working out how client and business needs can be best met by optimising service delivery mechanisms. In short, operational client

service is increasingly becoming a key part of the overall business approach.

We are looking for graduate calibre, experienced operations professionals who have a thorough understanding of either interest rate or equity products; individuals with the intellectual base, creative thinking ability and communication skills to formulate new ideas and articulate them to colleagues and clients; people who are prepared to go the extra mile(s) for their clients with the drive, energy and determination needed to deliver.

Please write to Joe Thomas at BBM Associates, 76 Wapping Street, London EC4M 9BJ quoting reference 418 and enclosing a full Curriculum Vitae which includes contact telephone numbers. Alternatively, Fax 0171-248-2814 or Email 421@bbm.co.uk. All applications will be treated in the strictest confidence.

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## DEPUTY MANAGING DIRECTOR REQUIRED

for  
Substantial Private Banking Group  
in  
Central Africa

Please forward a CV and other relative information to Box A5384, Financial Times, One Southwark Bridge, London SE1 9HL

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- Progressive infrastructure and property company
- Strong growth environment
- Outstanding career prospects

Have you ever wished for an opportunity to join a company which combines the stability and professionalism of a quality corporation with a true spirit of entrepreneurship and creativity? This company has both, as well as a truly impressive record of financial performance.

This role will take leadership for an extremely wide range of Corporate Finance activities and will deal with the financial markets of the world. The company is preparing itself for an active public offering campaign and this position will act as the key driver for this. The position will act as a senior executive within the company and will play a key role in ensuring that the company's funding requirements are met to facilitate ongoing growth.

**Morgan & Banks**  
INTERNATIONAL

The successful candidate will possess formal qualifications in a financial discipline as well as substantial direct corporate finance experience. You may come from a banking, corporate, or chartered accounting environment. You are a flexible executive with a commitment to gaining results and high levels of commitment and professionalism. You have a strong technical knowledge of corporate finance, and you combine this with high levels of commercial acumen and creativity.

For further information please contact Andrew Marty or Pagan Van on (852) 2528 1191 or send your full résumé, quoting Ref No 2429/02 to Morgan & Banks (HK) Ltd, 11/F, Chinachem Century Tower, 178 Gloucester Road, Wanchai, Hong Kong or fax (852) 2528 2901. Please visit our internet site at <http://www.morganbanks.com.au>

Dresdner Kleinwort Benson Research betreibt das Kapitalmarktforschung für die Dresdner Bank Gruppe und ihre Kunden. Wir suchen international orientierte

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haben Sie sich schon intensiv mit

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Mainzer Landstraße 11-13

60329 Frankfurt am Main

oder senden Sie eine E-Mail an

Back@diri.de

Dresdner Kleinwort Benson

Deutsche Bank AG Frankfurt

### China market focus - Hong Kong based

#### Excellent career prospects

This company is a major investor in China and has an impressive number of successful projects in infrastructure areas such as transport, power and water treatment. They also have major property projects which are performing strongly.

Due to the continued growth in this project activity the company seeks an experienced professional to head up their project finance team. As a key member of the project team you will develop and structure the financing of projects. You will also need to act as a key point of contact between the company and other parties such as financiers, partners and advisors.

We seek a candidate who possesses formal qualifications related to finance. You should have substantial project

finance experience, probably from a banking environment, but corporate experience could also be relevant. You are a committed, dedicated professional with a strong record of success and a preference for a dynamic, highly professional company. If so, this is an opportunity which simply must be explored.

For further information please contact Andrew Marty or Aubrey Lau on (852) 2528 1191 or send your full résumé, quoting Ref No. 2428/02 to Morgan & Banks (HK) Ltd, 5/F, Chinachem Century Tower, 178 Gloucester Road, Wanchai, Hong Kong or fax (852) 2528 2901. Please visit our internet site at <http://www.morganbanks.com.au>

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A rapidly expanding international trading company needs an experienced trader in grain and feedstuffs with an in-depth knowledge of the European, North African and UK markets.

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A leading trading company in the European markets requires a high calibre trader of wheat and barley specifically. The ideal candidate will probably possess 3-5 years experience trading the EU markets with a European view. A good knowledge of EU subsidies is essential.

Montreal  
International trading packages will be highly competitive and relocation costs will be supported where applicable.

Please forward detailed CVs to  
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**Junior Strategist**

Morgan Stanley's European Strategy Group is seeking to recruit an additional Junior Strategist.

Responsibilities will include:

- Analysis of Pan European sectors
- Monitoring and coverage of country factors and stock markets
- Valuation and fund flow analysis
- Themed projects
- Client marketing.

The ideal candidate will meet the following criteria:

- A background of academic excellence
- Some experience as a Strategist or Economist, possibly in the public sector
- Excellent computer and database skills
- Numeracy and a lucid writing style
- At least one other European language
- Strong communication skills and a high level of motivation and professionalism
- A knowledge of accounting would be helpful.

To apply, please write enclosing a full CV, to Samantha Pollock (ref: Strategy), Office of Development, 25 Cabot Square, Canary Wharf, London E14 4QA. Closing date: April 18th 1997.

**MORGAN STANLEY**

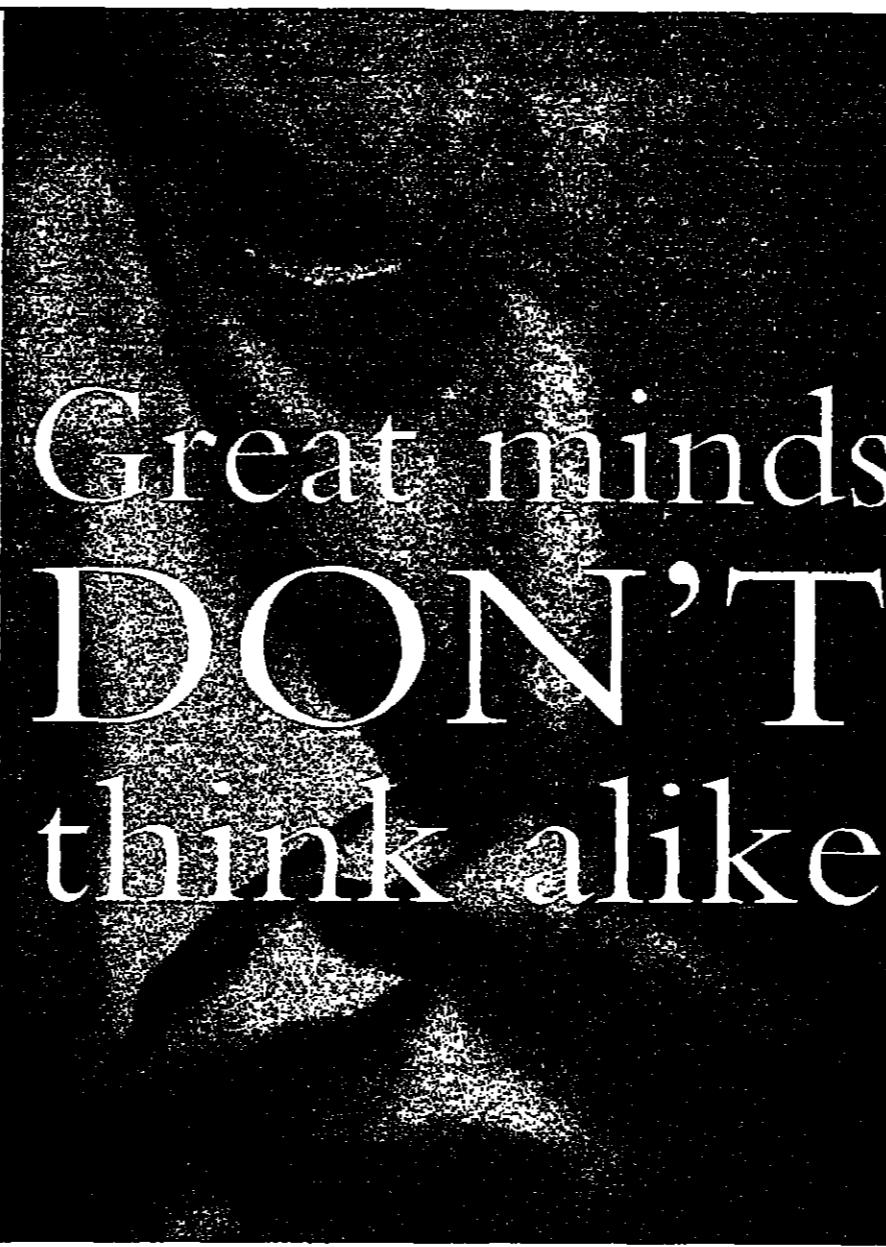
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Our client is one of the world's most successful integrated investment banks, recognised as a leader in many market sectors and with an enviable reputation for its extensive client relationships, quality of service and innovative ideas.

Corporate Finance is a key component of the bank's strategy in establishing and developing relationships with the leading European and Global Corporates and in generating M&A, equity related and other advisory transactions. Sector specialisation is deemed vital for future expansion and the engineering team seeks to maximise opportunities arising from the widespread restructuring predicted across this large and diverse industry sector.

The successful candidate will have a keen intellect, complemented by the interpersonal skills required to market to main board directors, and will have gained this experience within either a

leading strategy consultancy, the corporate finance arm of a merchant/investment bank or from a relevant industrial company.

He/she must be able to demonstrate the following:

- Familiarity with the Engineering sector or a genuine interest in working with engineering companies, combined with extensive UK/European corporate finance or consulting experience.
- Strong analytical and financial skills to complement industry knowledge.
- The ability to work independently and to formulate effective strategic solutions to satisfy clients' requirements.

Please contact Annabel Haywood or Jayne Philpott on 0171 269 2298 or write to them enclosing a full CV at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH. Fax 0171 405 9649.



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## Project Finance – Oil & Gas Sector

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assume full responsibility for the execution of project finance mandates, co-ordination of the arrangement of limited recourse and non-recourse debt facilities for the financing of major capital projects and all aspects of negotiating and structuring transactions. Applicants for this position should have a minimum of four years experience of lending to the oil and gas project finance sector, preferably both upstream and downstream and have had

experience of limited recourse projects, syndicated loans and receivable finance. The ability to operate independently whilst exercising sound commercial judgement is essential, together with the ambition and drive required to develop this business and genuinely add value. The remuneration package will be highly competitive, commensurate with background and experience.



**EFX Energflex Systems Ltd.** is a well established supplier of packaged reciprocating compressor systems and related services to the worldwide energy industry. Energflex has recently been successful on a number of projects within the North Sea Offshore Oil Industry and, in response to growing demand, we are seeking a UK based Senior Sales Engineer or Regional Sales Manager to further expand our business in the United Kingdom and Northern Europe.

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As the company's key sales person in the region, the selected individual will be responsible for co-ordinating and directing the sales and marketing of our custom engineered reciprocating compressor systems.

The ideal candidate will be a Professional Engineer or equivalent, and have previous sales experience offering engineered equipment to the oil and gas industry in the region. Experience with the application of reciprocating compressors is preferred but consideration will also be given to those candidates demonstrating high familiarity with the customers in the target market.

Please submit your résumé by fax by April 30, 1997. Attention: Ms. Delilah Martin.

No phone calls please.

We thank all applicants for their interest; however, only those selected for an interview will be contacted.

**SFX ENERGFLX SYSTEMS LTD.**  
4949 78 Avenue SE Calgary Alberta Canada T2C 1C6  
Fax: 403-236-6816

Interested candidates should contact Tim Smith on 0171 269 2313 or write to him enclosing full curriculum vitae at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH. Fax 0171 405 9649. Please quote reference 341800.

**Deutsche Morgan Grenfell**

### FINANCIAL CONTROLLER Kingswood Construction (London) Ltd

Kingswood Construction is a small but expanding building contractors specialising in high quality refurbishment and fitting out, based in Beckenham, Kent. We are at present looking for an accountant to join our team to deal with all general accounting duties and also to assist in setting up systems for more extensive use of IT. The successful applicant must be able to prepare management and end of year accounts and will also be highly computer literate. Salary is negotiable but we would expect to offer remuneration in the region of £35K.

Please reply in writing with CV to:

Bridget Howe  
Kingswood Construction (London) Ltd  
56, High Street  
Beckenham  
Kent BR3 1AY

### Controller (CFO Designate) Moscow

You will start as a Controller with a view to taking over from the present CFO when he retires in 18 months time. You will have responsibility for over 50 staff and be a key member of the country management team. Responsibilities will cover finance and accounting which includes budgeting, forecasting, tax, statutory returns and accounting, treasury management and liaison with external advisors and officials. This demanding role requires an accountant of the highest calibre. You will have at least 10 years senior management experience within a dynamic international environment covering all aspects of financial management. Your experience should also include significant exposure to accounting systems development and implementation. You will have a professional accounting qualification. Previous experience working within Russia or Eastern Europe and knowledge of the Russian language is desirable, but not essential. You will be a persuasive communicator, energetic, an excellent manager and motivator of staff. You will be robust in character and not afraid of hard work in an environment which frequently presents unexpected obstacles. The position is based in Moscow. The remuneration package will be substantial and commensurate with a senior appointment at this level. A full expatriate contract is offered, for a minimum 3 years period with the possibility of renewal. Applications will be treated in strictest confidence.

Send complete CV quoting reference A64 to: **Executive Record Group Financial Services Practice**  
att. O. Novikova  
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## Equity Research

### Developing high-quality research with a global reach

At J.P. Morgan, a leading global investment bank, the continued growth of our European Equities business is creating further career opportunities in research. Based in London, our equity research effort focuses on selected pan-European sectors.

In order to facilitate the continued growth of the department, we are now looking to recruit two equity analysts with a corporate finance/equity research background or exceptional industry experience, possibly gained with a management consultancy. In each case, the objective will be to analyse sector trends, forecast companies' results and, ultimately, make investment recommendations. The ability to prepare models and provide effective marketing support is key and will lead over time to the development of close relationships with fund managers and companies.

#### ANALYST - RETAILING

With particular emphasis on food retailing, our research effort in this sector is pan-European in its approach and also involves significant liaison with the U.S. and Latin American retail teams. You will initially provide a support function, including financial modelling and written work in response to internal and external client needs. However, it is envisaged that the role will grow, allowing you to make a pro-active contribution and take on significant decision-making responsibilities in the future. Regular interaction with retailers and travel to Europe can be anticipated.

**JPMorgan**

A graduate with a 2:1 degree, you should be fluent in one or more European languages, in addition to English, and have excellent verbal and written communication skills. Your powers of lateral thinking will need to be balanced by an authoritative and assured approach, the stamina to work long hours in order to achieve deadlines, plus the ability to fit easily into a young, enterprising culture.

#### ANALYST - UTILITIES

Our equity research in the utilities sector will grow as the trend towards privatisation and deregulation in Europe is maintained. The focus is on electricity and water utilities in Continental Europe. We are looking for an eclectic individual who can play a generalist role in providing back-up knowledge and support in response to both internal and external client needs. Over time you will develop your own coverage of companies.

You will need at least a 2:1 degree in a business, economics or accounting discipline, preferably supported by an MBA. Fluency in at least one other language, ideally Spanish or German, is also essential. You will have a high level of self-motivation, excellent verbal and written communication skills and the ability to work effectively as part of a team.

To apply for either of these roles, please send full CV, stating clearly which position you are applying for, to: Cathy Mitchell at J.P. Morgan, Recruitment Centre, PO Box 161, 60 Victoria Embankment, London EC4Y 0JP. Closing date for applications: 16 April 1997.

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corporate finance houses with  
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Age: 25 - 30

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• may have worked on transactions for quoted groups, a corporate finance department or a venture capitalist; and

• are keen to be totally committed alongside a young, entrepreneurial team in a demanding and meritocratic environment offering immediate responsibility, fast track career advancement and excellent financial rewards.

If you would like to make your presence felt as part of a growing force in corporate finance, please send your CV, details of your present salary package and daytime telephone number to Barrie Pearson, Executive Chairman.

Livingstone Guarantee Plc  
Acme House, 11-15 William Road,  
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## UK EQUITY ANALYSIS

### London

Clerical Medical enjoys an excellent reputation as an investment house with assets under management of some £16 billion. Our recent acquisition by the Halifax Building Society will enhance our position as a major force in the investment world.

If you are an Analyst in either investment or corporate credit, we have opportunities for you to join our equity research team, which works closely with Fund Managers on the UK equity portfolios under management. The main focus of this role will be to analyse industry sectors and make investment recommendations. Considerable contact with stockbrokers and senior company management will be involved, requiring development of the appropriate communication skills.

A graduate with 2-3 years' experience in an investment or corporate credit analyst, you will be able to display a good working knowledge of accounts and possess high levels of initiative. In addition to a naturally analytical mind, the ability to work confidently with spreadsheets is essential.

At Clerical Medical you will have every opportunity to develop your career further. We are offering an attractive salary, depending on qualifications and experience, plus excellent financial services benefits.

Please write with your full CV giving details of current salary to Nick Morgan, Human Resources Manager, Clerical Medical Investment Group, 15 St James's Square, London SW1Y 4LQ.

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## Telecommunications Numbering Expert

The European Telecommunications Office (ETO), part of the European Committee on Telecommunications Regulatory Affairs (ECTRA), is currently seeking a Numbering Expert:

#### Responsibilities:

- to undertake studies for the European Union and carry out reports;
- to collect, analyse and compile information from all involved administrations and companies;
- to present results of studies to ECTRA Project Teams and at workshops.

#### Duties:

- to assist the Head of Numbering in preparing ECTRA positions in European and international organisations for numbering, naming and addressing recommendations and to participate in the work of these organisations.

#### Profile of the applicant:

- must be a national of one of the 43 CEPT countries;
- must have at least 5 years working experience and university level education, or equivalent;
- must have experience of public policy work in Numbering and Telecommunications, proven analytical skills and the ability to draft concise reports and proposals;
- must be fluent in English and have a knowledge of either German or French.

The post is based in Copenhagen. The commencing salary will be in the range of DKK 414,200 - 503,200 per annum (tax free) based on qualification and experience.

Applications (in English) before 1 June 1997, to the Director of ETO at the following address: European Telecommunications Office, Holsteinsgade 63, 2, DK-2100 Copenhagen, Denmark. For further information, contact ETO by telephone: +45 35 43 80 05 or the ETO Web Site - <http://www.cto.dk>.

## Foreign & Colonial

Foreign & Colonial Group has grown its funds under management in the last 8 years from £2 billion to a figure of £26 billion and is one of the fastest growing investment companies in the UK. It is recognised by senior management that a crucial part of the success behind this growth is effective, efficient and proactive administration. Foreign & Colonial Group are fully committed to this philosophy and are now strengthening their operations department with the appointment of 2 new roles reporting to the Director of Administration.

## Head of Performance Measurement

#### The Role

- Responsibility for all aspects of performance measurement with a brief to create and implement innovative policy for the group.
- Comprehensive evaluation of performance of all products, including analysis of issues pertaining to performance attribution, style and methodology.
- Concise monthly reporting to senior management.
- Supervision of the monitoring institutions.

#### The Candidate

- High calibre performance measurement professional with first class interpersonal skills and a track record of achievement within the investment industry.
- Pro-active style and strong analytical/problem solving skills as well as good man management ability.
- Creative with energy, ideas, conviction and vision, underpinned by excellent technical knowledge.

Interested candidates should write quoting Ref: 431, enclosing a full CV to BBM Selection, 76 Wadding Street, London EC4M 9BJ including contact telephone numbers. All applicants will be treated in strictest confidence.

## Third Party Relationships Manager

#### The Role

- Management of all issues relating to services outsourced by Foreign & Colonial. Selection of custodians, administrators and other third parties, together with responsibility for negotiation, monitoring and ongoing review.
- Ensure performance standards and IMRO compliance issues are achieved and that best value is obtained from third parties.

#### The Candidate

- Experienced relationship manager from a competitor institution or a custodian/unit trust company. Must have full knowledge of building and operating SLAs.
- Polished interpersonal skills with the ability to build relationships both internally and externally.
- Highly creditable with a strong degree of comfort interfacing with both the most senior custodians and user group level of third parties.

Tel: 0171-248 3653  
Fax: 0171-248 2814  
E-mail: 431@bbm.co.uk

76, Wadding Street,  
London  
EC4M 9BJ

## Risk Management and Quantitative Analysts

London

Outstanding opportunities for high calibre professionals with excellent derivatives experience to join one of the world's leading investment banks.

Our client is one of the world's leading financial institutions and provides the full range of investment banking services in the equity, bond and derivatives markets. Continued expansion and a business strategy geared towards providing clients with a fully integrated and comprehensive service, has created exceptional opportunities for experienced derivatives professionals to join their risk management operation. As part of a dedicated market risk function, this team will drive the development of leading-edge risk management practices throughout the firm and have an advisory role to play at board level. Opportunities exist in the following areas:

### Equity & Fixed Income Risk Management

Working closely with the front office, the equity and fixed income managers will play a key role in developing the risk strategy of the firm. They will be responsible for model validation and ensuring that all aspects of trading risks are properly assessed, managed and understood. They will also have a critical contribution to make as risk advisers, and will recommend trading strategies, markets and products which will enable the firm to improve its risk return trade-off.

These high profile positions will appeal to candidates who have at least five years' experience in a leading financial institution as a Risk Manager or Trader. Candidates of interest will have had significant exposure to either derivatives or arbitrage strategies and display an in-depth knowledge of capital allocation and portfolio theory. They will also be highly quantitative, educated to at least a Masters degree level and will probably have begun their career in a quantitative function. Finally, applicants should also have the ability to establish credibility at a senior level and communicate effectively with the trading desk.

These roles represent excellent opportunities for individuals to move into high profile and career enhancing positions with an ambitious and forward thinking investment bank. You are guaranteed a varied and challenging role in a front-line function and the opportunity to contribute to an expanding organisation committed to further growth and development. The remuneration package is first class and is designed to attract candidates of the highest calibre and ability.

If you would like to explore these opportunities further, please contact Karen Gay at Michael Page City on 0171 269 2303 quoting reference number 340150. Alternatively send or fax your CV to her at Page House, 39-41 Parker Street, London WC2B 5LH. Fax: 0171 405 9649. All applications will be treated in the strictest of confidence.

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### £ Excellent Package

### Quantitative Analysts - Equity & Fixed Income

Opportunities exist for Quantitative Analysts who will be responsible for developing the derivatives models for use by the trading desk and the risk management function. Other key responsibilities will include the management of the SFA model recognition process, both for own models and for models produced by other departments, market risk and risk aggregation modelling; and advisory services to the trading divisions regarding their risk strategies. The range of models cover all aspects of our clients' debt and equity business. Candidates of interest will have a first-class academic record and at least a Masters degree with a high mathematical content. They must also have at least two years of experience of derivatives modelling in a leading financial institution and possess strong programming abilities.

## Appointments Advertising

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#### THE POSITION

- Manage provision of accurate and timely management information. Report to Finance Director.
- Analyse and interrogate business information. Highlight commercially significant statistics and trends. Recommend viable actions.
- Work proactively with commercial management team implementing business improvements.
- Effectively handle projects designed to make major contribution to advancing the business.

Please send full cv, stating salary, ref LG70407, to NBS, 54 Jermyn Street, London SW1Y 6LX. Fax 0171 409 1786 Tel 0171 493 6392

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- Key tasks will be to champion the School's overall business management with a particular emphasis on strategic planning, to direct effective marketing and revenue development initiatives and to supervise the overall management of substantial non-teaching resources.

- Significant business background with proven finance track record in major blue-chip organisations, preferably at main or divisional board level. Professionally qualified, possibly ACA or MBA. Well developed IT skills an advantage.
- Intellectual strength to develop key concepts and ideas. Self-starter; able to operate with flexibility and stature using broad range of management styles ranging from consultative to directional.
- First class planning and analysis skills are essential. Excellent communicator with all-round interpersonal skills, both verbal and written. Able to generate trust and understanding and relate to all levels of the organisation with credibility.

Please apply in writing quoting reference 1504, with full career and salary details to:

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staff management, as well as having sufficient stature and interpersonal skills to build strong relationships within a multi-cultural business. Experience of operating within a rapidly-changing environment would be an additional benefit and the ability to speak German is ideal, though not essential.

Relocation assistance will be provided if appropriate.

Please send your curriculum vitae with current remuneration details and an explanation of how you meet these requirements to Carrie Andrews, Ernst & Young Management Resourcing, Rolls House, 7 Rolls Buildings, Fetter Lane, London EC4A 1NH, quoting reference CA112.

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Please contact Linda Thompson (quoting ref: FYN/704) Charlotte House 14 Wardour Street, London W1P 2EP. Tel: 0171 209 1000 Fax: 0171 209 0001 e-mail: [lynn@kornferry.com](mailto:lynn@kornferry.com)

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### HEAD OF FINANCE SHARED SERVICES

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#### The Role

- Accountable to the US-based Corporate Controller and the three European Regional Finance Directors.
- Fluent in English and two European languages.
- Knowledge of US GAAP accounting.
- Experience in a high volume administration/billing environment with a strong customer service bias.
- Confident and outgoing personal style, with strong intellect and a proven team member.
- SAP R/3 knowledge preferred.

Please send your CV with current salary details to Fiona Jobson, K/F Selection, 252 Regent Street, London W1R 6HL, quoting ref: 3278/A.

#### The Requirements

- Qualified accountant with at least 5-10 years' managing multi-discipline staff.
- Fluent in English and two European languages.
- Knowledge of US GAAP accounting.
- Experience in a high volume administration/billing environment with a strong customer service bias.
- Confident and outgoing personal style, with strong intellect and a proven team member.
- SAP R/3 knowledge preferred.

Alternatively send by fax on 0171-312 3380 or by e-mail to [kfsselection.com](mailto:kfsselection.com)

Internet Home Page: <http://www.kfsselection.com>

**K/F SELECTION**

A DIVISION OF KORN/FERRY INTERNATIONAL

★ ★ ★ ★ ★  
The European Foundation for the Improvement of Living and Working Conditions, an autonomous body established by a regulation of the Council of Ministers of the European Union located in Dublin, Ireland, is organizing an open competition to fill two vacancies and to form a reserve list for

### Programme Managers: Research Management

Ref. RM/A7 (94/195/1)

The Programme of the Foundation over the next four years will address a range of challenges facing European Society and, in particular, Employment, Equal Opportunities, Health and Well-Being, Sustainable Development, Social Cohesion and Participation.

Further details of this competition are mentioned in the Official Journal of the European Communities No. C 108 A of 4 April 1997, which also contains the official application form. Closing date for applications, preferably by registered post, is not later than midnight on 16 May 1997.

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- monitoring and the supervision of accounting/finance activities
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- leading of financial/accounting activities to senior management
- liaison with external auditors

**THE PERSON:**

- Suitable individuals will possess the following:
  - qualified Accountant (ACA, ACCA or CIMA)
  - 3-5 years experience in the banking/financial sector
  - staff supervisory experience and/or management potential.

It is essential for both roles that the individuals are dynamic and are flexible. Strong communication skills are a prerequisite and knowledge of the Italian language would be an advantage but not essential. Both these opportunities offer competitive salaries and benefit packages with international career opportunities.

Please forward your full resume in the strictest confidence, quoting the appropriate reference number to:

Antal International, Shropshire House, 1 Cooper Street, London WC1E 6JA.

Tel: + 44 (0) 171 637 2001 Fax: + 44 (0) 171 637 0949.

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- In addition to the core areas of financial reporting, controls and systems, he/she will participate actively in strategic and business planning, commercial decisions and negotiations, as well as analysing contractual bids, capital investment and acquisitions.

- Graduate qualified accountant, probably aged late 30's, with a record of success at a senior level in a large service sector business, known for its well developed systems and techniques.
- Commercially minded and realistic in approach, he/she will have experience of working as part of a highly motivated team and developing an effective finance function.
- A 'hands on', achievement-orientated individual, he/she must demonstrate clear potential for subsequent career progression.

Please apply in writing quoting reference 1386 with full career and salary details to:

Nigel Goss  
Whitehead Selection  
11 Hill Street, London W1X 8BB  
Tel: 0171 590 2043  
<http://www.gbnet.co.uk/whitehead>

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GROUPE CHEZ GÉRARD

Central London

## Finance Director

Groupe Chez Gérard, London's leading quoted restaurant company, has radically redefined industry standards for high quality, good value restaurants. Applying professional management and marketing skills to individual brand concepts, such as Chez Gérard, Bistroly and Café Flich, the business has built an unparalleled 10-year growth record, whilst maintaining an emphasis on flair and quality. Now comprising 12 restaurants, with a market capitalisation of some £50 million, the group is seeking a proactive Finance Director with a passion for customer service to help drive it to the next level.

**THE ROLE**

- P/C Board appointment with responsibility for all aspects of financial management. Providing focused, clear information and supporting the restaurants by developing and monitoring non-financial key performance indicators.
- Participating fully in strategic discussions and acquisition reviews, evaluating and negotiating deals. Creating the infrastructure to facilitate the integration of new restaurants and foster organic growth.
- Contributing as an integral part of the organisation, managing 10+ staff and forging strong working relationships with colleagues throughout the group. Playing a significant role in communicating with shareholders and the City.

**THE QUALIFICATIONS**

- Graduate ACA with management reporting, acquisitions, treasury and IT experience in a growing consumer-oriented service organisation.
- Fast-track performer who is flexible enough to thrive in an entrepreneurial environment, yet has the discipline and rigour imparted by formative years in a structured business.
- Nimble-footed with a sharp intellect and astute commercial judgement. Hands-on and approachable, with exceptional communications skills and a genuine appreciation for the contributions of others.

Leeds 0113 280 7774  
London 0171 298 3333  
Manchester 0161 499 1700

Selector Europe  
Spencer Stuart

Please apply with full details to:  
Selector Europe, Inc. N112041,  
16 Constance Place,  
London W1A 2ED

Coopers  
& Lybrand  
Executive  
Resourcing

## Group Finance Director

### TEAMS CORRIDOR

c. £650k plus benefits

Our client is an entrepreneurial and acquisitive fully listed group, manufacturing proprietary engineering products with operations in most European countries. The Group, which has strong institutional support, is now set for a further period of acquisitive growth.

The Group Finance Director will assume responsibility for all financial management issues and, as part of the small management team, contribute to the definition and implementation of the growth strategy. As the Group grows it will be essential that the Director ensures that the Group's financial management disciplines and controls conform to 'best practice' and that at a business unit level there is an appropriate degree of financial accountability. In addition, responsibilities will encompass tax, treasury, legal and company secretarial activities.

Candidates will be graduate qualified accountants with significant post qualifying experience in a professionally managed, acquisitive engineering group. It is essential that the Director is a team player, has the intellectual and personal skills to 'think outside the box' and demonstrates a willingness to contribute in the broadest sense to the management of the Group. Drive and a results orientated style, combined with resilience and first class interpersonal skills, will help the successful candidate achieve credibility both inside and outside the Group.

Please send full personal and career details, including current remuneration level and daytime telephone number, in confidence to Anne Roffe, Coopers & Lybrand Executive Resourcing Ltd, 1 Embankment Place, London WC2H 6NN, quoting reference AR1249 on both envelope and letter.

## For linguists this is your route from audit to International Management

These are exceptional opportunities for accelerated career progression designed to attract the most able to gain experience in a challenging international environment and move rapidly into a significant international management role within a period of 18 to 36 months. There are two entry points to the team.

Either aged 28 to 32, a linguist (Greek, Spanish) of particular interest but other European languages including Russian as well as Chinese and Japanese equally valued) qualified with sound 'blue chip' audit experience, ideally including some project/ acquisition work or mid to late thirties with significant experience where commercial judgement and people skills have been fully developed. You will be based from home travelling extensively as part of a UK based internal audit group - other groups are based in Hong Kong, Singapore, Dubai and Santiago - before moving into an international line role within one of the business units. We will be particularly interested in candidates

with experience of working within the AUTOMOTIVE or CONSUMER CREDIT sectors although this is not essential if you have the skill set and drive required. Inceplie Plc is a £6 billion T/O 'blue chip' plc operating in 67 countries and employing 33,000 people. Core business's include motor vehicle distribution (the world's largest independent representing 38 manufacturers in 35 countries) bottling and distribution of Coca Cola, marketing of world renowned branded goods and automated office equipment and the world's largest network of ship agencies. Candidates should write to Roger Lilley at the address given below providing full career details and your expectations of the type of job you wish to be undertaking in two years time. An attractive salary and comprehensive employment package will be offered to successful candidates.

Roger Lilley Associates  
International Management Recruitment  
Redvers House, 13, Fairmile,  
Henley on Thames, OXON RG9 2JR

ROGER LILLEY  
ASSOCIATES

International Management Search

Selection & Development

## SOFTWARE AND TECHNOLOGY DRIVEN ELECTRONICS PRODUCTS EUROPEAN FINANCE DIRECTOR

Package c.£75,000 negotiable MANCHESTER-based, frequent travel

GenRad, a listed NYSE multi-national, is a leading world-wide supplier of diagnostic solutions and integrated test measurement for the manufacture and maintenance of electronic products. The Advanced Diagnostic Solutions (ADS) business, with its world-wide HQ in the USA, is the largest supplier of test equipment to the automotive industry. The electronic manufacturing test systems business, whose production facility and HQ is in the US, provides for in-circuit testing of printed circuit boards and has sales and support offices in several major European cities. The Group focuses on four major core markets: communications, transportation, computers & peripherals, and contract manufacturing. European-based sales are rising rapidly from a current level of circa \$100 million. An outstanding EFD is now required to join a focused management team dedicated to growing the business.

**The Position**

- Accountable to the World-wide CFO, the Global Head of the ADS business and the Head of the European Test Systems business.
- Direct responsibility for all European finance, tax, treasury and reporting, covering the main ADS office and plant in Manchester as well as the six European Sales and Service test systems offices.
- Four direct reports plus approximately 25 staff.
- Shared responsibility for IT.
- Senior management role with mandate for change, business improvement processes and 'bottom line' focus.

Please send your CV with current salary details to: Margaret Coulson, K/F Selection, Concorde House, Trinity Park, Bickenhill Lane, Solihull B37 7ES, quoting ref F5307/A. Alternatively send by fax on 0121-782 2524 or by e-mail to [cv@kfsselection.com](mailto:cv@kfsselection.com) Internet Home Page: <http://www.kfsselection.com>

K/F SELECTION

A DIVISION OF KORN/FERRY INTERNATIONAL

## Monsanto

### South Wales Competitive packages

Monsanto is a global corporation with interests in chemicals, pharmaceuticals, food ingredients and biotechnology products. The company is currently in the process of designing an independent chemicals enterprise that will be a Fortune 500 company in its own right with about \$3 billion in annual sales. As the future focus will be on the highest level of operational excellence and product growth, high-calibre candidates are needed to staff a number of finance functions at the UK plant/headquarters located in South Wales.

**Team Leader Financial Reporting**

You are responsible for:

- monthly reporting of results (UK, US GAAP)
- preparation of annual accounts
- VAT, TAX returns
- preparing annual budgets & forecasts
- dealing with external sources.

At least 7 years' experience in all aspects of financial reporting procedures in an international commercial environment is essential. Ref: TL/DW/FT.

In both of these roles, partnering with management to interpret, understand and influence decision-making is as critical as functional skills. A qualified accountant, finalist, or with a good university degree, you should be ambitious for an international career, not necessarily within finance, and able to demonstrate an ability to work with people at all levels and a strong business focus. Knowledge of any other European language and knowledge of experience of SAP software would be an advantage.

Competitive packages will be fully commensurate with qualifications and experience. To apply, please send full cv, quoting the appropriate reference, to Derek Wroughton, Executive Search and Selection, PA Consulting Group, Chamber of Commerce House, Second Floor, 75 Harborne Road, Birmingham B15 3DH. Tel: 0121-454 5791. Fax: 0121-454 0656.

PA Consulting Group  
Creating Business Advantage

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Edinburgh (0131) 225 4481  
Manchester (0161) 236 4531

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apa  
Executive Search and Selection

**DEPUTY CHIEF EXECUTIVE**  
c. £40k + pension

We are looking for a talented executive with financial flair to join a lively and committed team of professionals who provide apa with the combined skills to help us achieve our main objective of tackling drug and alcohol misuse nationally. Our headquarters are near Farringdon Underground.

The person must be a qualified CCAB accountant able to combine patience and understanding with firm leadership and financial direction. apa is seeking to make its management information systems more sophisticated whilst at the same time more relevant to managers' needs. The Deputy Chief Executive will therefore make a vital corporate contribution to our valuable work in many projects around the country where over 11,000 people benefit each year from our services. The strategic management of our human resources and fulfilling legal compliance issues form part of the postholder's responsibilities too.

apa is working towards advancing equality of opportunity for all.

For an informal discussion please telephone our consultant, Desmond Gray at HACAS Recruitment, 0171 608 0401. An information pack and application form can be obtained from HACAS at United House, North Road, London N7 9DP.

Closing date 28 April 1997. Preliminary interviews: 12 May 1997.

HACAS

**Northern Home Counties**

With a turnover in excess of £500M, our client is a key subsidiary of a major British Group. A household name, this high profile consumer-based organisation is undeniably the dominant player in its market sector, with an outstanding reputation for customer service, state-of-the-art products and quality standards. Highly acquisitive, their business is on the brink of a major technological revolution which has explosive growth potential and will fuel the next phase of the company's ambitious expansion plans.

They are now seeking to appoint a high calibre professional to play a fundamental role in accelerating the company's profitability. This newly created position will report to the Customer Services Director, and its principal challenges will include:

- Total responsibility for debt and credit risk management across the business.
- Critical review and implementation of policies and procedures, and enhancement of existing credit management systems.
- Development of an organisational framework to optimise effectiveness and operational efficiencies.
- The management, motivation and development of over 100 staff at multi-site locations.

**C.£50,000 + Bonus + Excellent Package**

You will be a qualified accountant, or perhaps credit manager, with a strong internal control background, coupled with in-depth experience of debt management preferably gained within a consumer credit environment or similar high-volume customer-focused business.

Our client is determinedly and successfully results driven, and is currently introducing a comprehensive change management programme. It is essential, therefore, that you have the strength of character and technical ability to initiate, implement and measure the success of change. As a result, well developed management and communication skills are a pre-requisite, as is the intellectual agility to add value in a complex and rapidly changing environment.

The challenges are large but so too are the rewards, both financially and in terms of career development. It is envisaged that promotion to a senior financial line role will occur within 18 months.

For further information please contact Graham Guest, quoting reference number 2456/28 on 01753 758 600. Alternatively, fax your CV on 01753 570 009. Morgan & Banks - Thames Valley, Edinburgh House, Windsor Road, Slough SL1 2EE. E-mail: west@morgan1.co.uk Please visit our Website at <http://www.morganbanks.com.su>

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&  
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Package**

**ERNST & YOUNG**  
The United Kingdom firm of Ernst & Young is a member of  
Ernst & Young International

In response to increased acquisition activity in continental Europe, Ernst & Young are expanding their European due diligence network as a priority. The UK firm wishes to recruit young qualified ACAs to join the teams based in Paris, Dusseldorf and Frankfurt for an 18 month period following 6 months training in London. After the 2 years, further career development would be expected in any of the four locations, elsewhere in Europe or the USA.

**REQUIREMENTS:**

- A qualified ACA with between 1 and 3 years' post qualification experience.
- An excellent academic background is essential with a good pass record.
- You will have completed your training with a Top 20 firm.
- Conversational French/German although further training will be given.
- A strong personality with the ability to present at a senior level.
- Analytical skills and commercial understanding of businesses.

**THE ROLE WILL INCLUDE:**

- Developing relationships with UK and US acquirers.
- Pre-acquisition commercial and financial due diligence.
- Advice on sale and purchase agreements.
- Financial modelling.

Interested candidates should contact Tony Wright on 0171 629 4463 (evenings/weekends 0378 848390) or write to him at Harrison Willis, Cardinal House, 39-40 Albemarle Street, London W1V 4ND. Fax 0171 344 0361. E-mail: [hwgroup@hwgroup.co.uk](mailto:hwgroup@hwgroup.co.uk) <http://www.hwgroup.co.uk/hwgroup>

**HARRISON  
WILLIS**  
GENERAL INSURANCE  
LAW FIRMS  
Part of the Harrison Willis Group

**INTERNATIONAL AUDIT**

Paris/Houston

Schlumberger's products and technologies span virtually every aspect of daily life. The Group has two main business segments: Oilfield Services provides advanced technologies for petroleum exploration and production; Measurement and Systems is a leader in the management of electricity, gas and water supplies and a pioneer in smart-card technology. With a transnational workforce of 56,000, its success is founded on a commitment to investment in products and people, innovation in technology and working practices and an active policy of promoting from within.

Touching every aspect of Schlumberger's diverse global operations, the Internal Audit team acts as an internal consulting resource and is one of the principal entry points to a career within the group. The high-visibility team undertakes a range of projects aimed at evaluating acquisition targets as well as improving process efficiency, ensuring financial integrity and ultimately enhancing profitability.

You should have 3+ years' experience in the finance function of a major international organisation or professional firm, a recognised finance qualification, some audit experience and a track record of real career

achievement. Excellent interpersonal and communication skills at all management levels and fluency in English are essential, proficiency in a second language would be an advantage. Willingness to work within a team and mobility will be the keys to your success in a truly international group. Based either in Paris, France or Houston, Texas, and covering operations in 97 countries, you will travel extensively, building up a detailed knowledge of Schlumberger worldwide. The Audit team is viewed as a key training ground for future management. Enthusiasm and initiative should lead within two years to an operational position in Schlumberger's finance function anywhere in the world.

To apply please post or fax a full CV, including salary details and quoting ref. 208 to Alderwick Consulting, our advising consultants at 95 Peter Lane, London EC4A 1EP, fax (+44) 171 242 3560. For more information, telephone (+44) 171 242 9191 (weekdays), (+44) 1763 627562 or (+44) 1763 653025 (evenings and weekends).

Any CV sent direct to Schlumberger will be forwarded to Alderwick Consulting Ltd.

**Schlumberger**

**GROUP  
MANAGEMENT  
ACCOUNTANT**

London

**Excellent Package**



**HARRISON  
WILLIS**  
GENERAL INSURANCE  
LAW FIRMS  
Part of the Harrison Willis Group

Operating within the international oil and gas sector, as consultants and project managers of turnkey contracts, this long established company has in recent years moved into more complex and multi-dimensional commercial relationships with some of the world's leading energy providers.

Having emerged from a challenging period of development the company is continuing its restructuring and development programme to ensure that the staffing and operational structure is sufficiently flexible to meet the challenge of change.

As part of this process the client has identified the need to recruit a top-line financial professional reporting to the Finance Director. The successful applicant who secures this high profile position will have to provide extensive commercial and technical abilities and will offer in return an exceptional career opportunity. Particular skills with the following areas are essential:

- Proven team leader with strong and highly effective communication skills at all levels.
- Highly computer literate with particular experience of the presentation and interpretation of strategic management information using the Sun Systems report writer.
- The preparation of Group Management accounts including managing the Budgeting and Forecast process.
- Strong analytical experience, along with extensive commercial acumen.

**BUSINESS SERVICES MANAGER**

**SC Johnson  
PROFESSIONAL**

Surrey

Attractive salary,  
car, benefits

SC Johnson Professional is one of the world's leading manufacturers of chemical speciality products for commercial maintenance and industrial markets. Highly recognised brands such as Pledge and Brillo and quality service have contributed to the year on year profitable growth which the company seeks to sustain.

Integral to the company's plans for further growth and development is the appointment of a Business Services Manager for the UK operation, who reports to the Managing Director and will make an immediate impact and contribution in driving the business forward.

Responsibilities will include:

- Effective management of all aspects of the finance function
- Provide commercial and financial input on all business plans
- To manage and co-ordinate all Human Resources activities
- Optimise customer service and supply chain performance to add significant value to the business

This challenging role will provide a finance professional with a unique opportunity to contribute in commercial and general management as well as financial terms, to the bottom line. As a graduate and qualified Accountant you will have a strong technical background as well as excellent management and communication skills together with an ability to build effective cross functional relationships. You must be able to demonstrate a well developed commercial mind and a flexible hands-on approach.

Interested candidates should write with full CV, quoting current rewards package to Karen Wilson or Angela Masina, Hoggett Bowers, 7-9 Brean's Buildings, Chancery Lane, London EC4A 1DY. Tel: 0171 430 9000, Fax: 0171 405 5995, quoting ref: HAM/10716/FT.

**Hoggett Bowers**

EXECUTIVE SEARCH & SELECTION



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**Diagnos**  
tics

**Senior International  
Controller****Our Profile**

A division of the F. Hoffmann-La Roche Ltd healthcare group headquartered near Basel Switzerland, Roche Diagnostics with 3,000 employees is one of the world's leaders in the development, production and distribution of testing systems for human in-vitro diagnostics. The Planning, Information and Control area ensures that divisional resources are utilized to build value for the Group by managing the global financial reporting, budgeting and management information systems, planning and assessing the operating performance of the business, and building and maintaining the division's informatics architecture.

**Your task**

In the Controlling Business Support group, the position has three principal areas of responsibility, besides project work. First, the incumbent controls, in a very hands-on way, the international revenues reporting system and communicates the results within the division and to the appropriate Roche Corporate recipients. As Diagnostics is a complex systems business, clear focus on the essentials of accounting and financial analysis are called for. Secondly, the position manages the international annual budgeting process and coordinates controlling and management resources involved in the team development and evaluation of the budget. Thirdly, the incumbent establishes and communicates the reporting guidelines for the division. All of the above processes are supported by high quality, often state-of-the-art informatics systems which are continuously driven by the incumbent to improve.

**Your Profile**

You have an academic degree where finance and/or accounting have been emphasized. You have probably also earned a CA or CPA qualification. You have worked in a finance environment and specifically in controlling for at least five years, but more likely eight to ten years, are self-motivated, ambitious and promotable. You are comfortable with informatics systems, beginning with the standard Windows desktops. You work well both alone and in international teams and are a good communicator, as prepared to work personally with senior management as with technical people. You speak and fluently English, have mastered at least one other major language (preferably German) or have an ability and willingness to learn some German, and are prepared to live in Switzerland in an area near Basel.

**Contact Address**

For further details you may contact Mr. James Shand, Head of Human Resources at +41-61-657-2182. But before you do, use a letter introducing yourself together with your CV, addressed to S.DV144, Personnel Department, Diagnostics Division, F. Hoffmann-La Roche, Ltd, P.O. Box CH-4072 Basel, Switzerland.

**Financial Controller**

West London

£40k

Our client is a leading manufacturer and distributor of state of the art entertainment and architectural lighting control systems. The forward strategy for the company includes exciting plans for growth and development in the UK and other key European countries.

This US owned company, which established its first European office in the UK in 1995, is seeking an ambitious qualified accountant to take financial responsibility for its projected growth. The production of monthly management and year-end accounts, together with the budget administration in a costing environment will form the cornerstone of this challenging role. Reporting to the Managing Director, you will work closely with him to develop the financial, commercial and information technology management of the business.

This demanding role offers you the opportunity to gain significant responsibility from day one. The successful applicant will have experience of meeting tight deadlines and will possess excellent commercial and financial acumen, complemented by a high degree of computer literacy. The scope of the role will develop as the Company grows.

In the first instance, please send your career details to Fiona Coles or Rosemary Chapman at Grant Thornton, Grant Thornton House, Melton Street, London NW1 2EP or alternatively call them on 0171 383 5100 to discuss the matter further.

**Grant Thornton**

The UK member firm of Grant Thornton International



<b>FD DESIGNATE</b> <b>W. END £70,000 + EXEC. BENS</b> <p>The UK Finance Director of this major US Retail Group is seeking to recruit a high calibre, qualified accountant who has the potential for advancement to board level within a 12 month period. Previous experience of a retail environment is not essential, however, you should be able to demonstrate a proven track record working within a large 'Blue Chip' commercial organisation. The position will be responsible, not only for the Head Office Finance function, but also for the day to day operations of the UK accounting department. The successful candidate will be expected to make a significant contribution to strategic and other non-financial related matters.</p> <p>Contact Tracey Alper quoting Ref: TA6542.</p>	<b>FINANCE DIRECTOR</b> <b>W. END £65,000 + BONUS</b> <p>This is a high-profile, No. 1 role within a UK operating unit of one of the world's largest Marketing Services Groups. The UK division has a turnover of c.£50m and has doubled in size in the last 5 years. Reporting to the UK CEO the role demands a hands-on approach and superb management skills as there are nearly 40 staff reporting in to this position.</p> <p>There is functional responsibility for IT and HR as well as the finance function and experience in these areas, ideally in a media/service company, is desirable. You should be a qualified accountant with a proven track record of management in a deadline orientated environment.</p> <p>Contact David Rooney quoting Ref: DR8324.</p>	<b>VP BUSINESS DEVELOPMENT</b> <b>W. END £60,000 + SHARES + BENS</b> <p>Our Client, a multimedia organisation, is currently seeking a senior professional individual to join their executive management team.</p> <p>The successful candidate will be responsible for 45 business units worldwide and will coordinate special projects such as setting up new ventures, assessing the viability of corporate functions and MIS strategy reviews/new product launches.</p> <p>You will have the opportunity to be highly influential in strategic decision making at Board meetings. You will be a top six trained ACA with at least 5 years post qualification experience in a commercial environment.</p> <p>Contact Rachel Montagu quoting Ref: RM6842.</p>	<b>FINANCIAL PROJECTS</b> <b>C. LONDON £55,000 + CAR + BONUS</b> <p>This market leading leisure group seeks a commercially minded, ambitious individual. The role reports directly to the Board but the main purpose of the job is to provide high quality financial support. Key tasks will be to assess performance against competitors and identify issues, risks and opportunities.</p> <p>The ideal candidate will be a strong team player with good leadership skills, combined with an ability to listen and a persuasive operating style. Exposure to senior exec/cross function decision makers is desirable. You should also be a qualified accountant and/or MBA.</p> <p>Contact Sarah Kynaston quoting Ref: SK7439.</p>
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## MARKS & SATTIN

FINANCIAL RECRUITMENT CONSULTANTS

SATCHELLE HOUSE, 40 PICCADILLY, LONDON W1V 0PA. TEL: 0171-434 4455 FAX: 0171-355 4501

## KEY FINANCIAL MANAGEMENT APPOINTMENTS

International Professional Services Firm

Our client is a leading global professional services organisation. Operating worldwide from offices based in over 20 countries, the firm has established itself as a sector leader and is now vigorously pursuing strategies to develop its growth and profile, ready for the challenges of the 21st Century. A continuing search for high calibre people to enhance the firm's management capability and there is a requirement to recruit the following key financial professionals.

### European Controller c £60,000 + Benefits Flexible location

#### THE POSITION

- Running the financial management and accounting for the major European operations based in Germany, France, Benelux, Italy, Spain and the Czech Republic.
- Responsible to the Head of Global Finance for fiscal compliance and implementation of the Group's commercial policies throughout Europe.

#### QUALIFICATIONS

- Graduate, 'Big 6' ACA/CPA, with first rate technical financial control experience, preferably within an international, possibly US owned, environment.
- Aged early 30's, highly mobile, with the rounded, mature personality capable of dealing effectively within a complex corporate hierarchy. Ref 2191.

### Head of Treasury & Tax £70-80,000 + Benefits Central London

#### THE POSITION

- Global responsibility for the direction of tax planning/strategy and treasury policy, reporting to the Chief Financial Officer.
- Setting corporate objectives and delivering the optimisation of the firm's increasingly positive cash position, whilst improving global tax efficiency and reducing reliance on external advisors.

#### QUALIFICATIONS

- Graduate, 'Big 6' ACA/CPA, with professional taxation experience, maturing into a commercial tax and treasury environment.
- A tax specialist, equipped with the personal and professional qualities to establish and lead this important and new function. Ref 2192.

### Treasury Controller c £55,000 + Benefits Central London

#### THE POSITION

- Hands on, direct accountability for cash and liquid asset management on a global basis, reporting to the Head of Treasury & Tax.
- Development of awareness within the firm of the opportunities presented by efficient, creative treasury management and the delivery of a global focus on cash as an asset.

#### QUALIFICATIONS

- Graduate calibre, probably with an accounting qualification (possibly MBA), with corporate or banking experience and ACT membership.
- Focused project management and delivery skills, with the personal as well as technical competencies to contribute to a new and developing team. Ref 2193.

Interested candidates should write, enclosing full career and current salary details to the advising consultant, Jon Boyle, quoting the appropriate reference number, at Questor International Limited, 3 Burlington Gardens, London W1X 1LE. Tel: 0171 292 8300, Fax: 0171 287 5457, E-mail: [jon@questorint.com](mailto:jon@questorint.com)



## PROSPECTIVE PARTNER

To £60,000 + Benefits + Relocation

### West of London

#### The Organisation

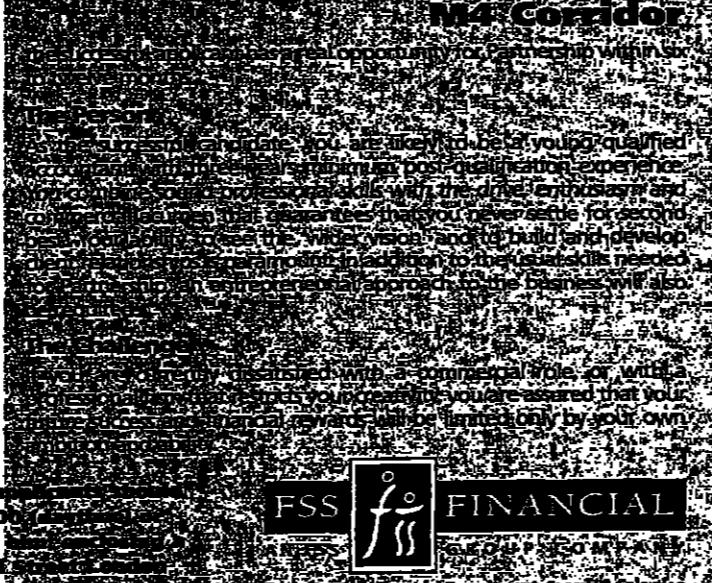
Our client is a leading national accountancy practice with an established regional infrastructure of offices throughout the UK. The firm is recognised as a market leader in the provision of innovative and creative services working in partnership towards its clients' success. The key to an outstanding record of growth and profitability has been to apply significant commercial expertise and entrepreneurial flair to the development of its own and its clients' businesses.

To support the firm's exciting growth plans, a unique opportunity has arisen for an ambitious and highly motivated individual to join the management team.

#### The Role

Working alongside the Managing Partner, you will be controlling a quality portfolio of profitable owner-managed businesses and your success will be measured by your ability to obtain new business and to add value to existing clients. The portfolio requirements are such that

To discuss this unique opportunity in more detail, interested candidates should contact our retained consultant Simon Haynes on 0171 209 1000, 0171 249 0867 (evenings or weekends). Alternatively, write to our recruitment writer, at FSS Financial Charlotte House 14 Windmill Street, W1P 2QY. Fax: 0171 209 0001 e-mail: [sh@fss.co.uk](mailto:sh@fss.co.uk) Ref: FT0095.



## ALPS

RECRUITMENT CONSULTANTS GROUP

2 London Wall Buildings, London Wall, London EC2M 5PP  
Tel: 0171-588 3588 or 0171-588 3576  
Fax No. 0171-256 8501

### Opportunity to assist in developing the internal audit function of a major bank DEPUTY HEAD OF INTERNAL AUDIT - GERMAN SPEAKING

CITY OF LONDON

MAJOR INTERNATIONAL GERMAN BANK

Our client has expanded rapidly in London, with plans for further growth and for the introduction of new products. This is a new position as Deputy to the Head of Internal Audit & Compliance, with the emphasis on the audit function, but also calls for the ability to provide cover on the range of compliance matters. The successful applicant will work closely with the Department Head in the preparation of the audit schedules and detailed plans and will supervise and participate in audits, prepare the reports and discuss the findings with management, as well as working on a range of ad hoc audits and special investigations. We invite applications from candidates, either qualified accountants or Institute of Internal Auditors qualified, with 3-5 years' banking audit experience, a knowledge of Bank of England regulations and of treasury and securities trading products, SFA rules and preferably exposure to the German regulatory system. Some Head Office instructions and the audit handbook are written in German and an understanding of the language is required for easing the work flow and for internal communication. Applications in strict confidence under reference DHA6167/FT to the Managing Director, CJA.

### Appointments Advertising

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We are a Polish subsidiary of a major American Multinational Corporation, operating in the Automotive Components industry, manufacturing and selling original equipment to European automotive manufacturers.

We are experiencing rapid growth and this success is expected to continue. At present we are in a start up environment, simultaneously installing computerized MRP systems, payroll systems and then integrating them into a new Financial Accounting system. Due to this rapid growth, we are creating a new position of:

## FINANCIAL CONTROLLER

Reporting directly to the Plant Manager, he/she will be responsible for the Financial Accounting, budgetary control, cost accounting and capital expenditure control. He/she will have a staff authority for the Financial department and act as a financial advisor providing analysis and financial advice to management and participating in determining the strategic direction of the plant.

We are looking for an experienced candidate who has preferably had exposure to Polish and US GAAP reporting in a manufacturing environment. Fluency in English and Polish are prerequisite.

This position, located in Gdansk, offers a significant opportunity for a smart and ambitious individual to rapidly make a major contribution to the development of our business.

Please send your application,  
CV and photo quoting current salary details to:

MAGALS FERRY  
EATON, BP215  
67406, ILLKIRCH, CEDEX  
FRANCE





## UK GROUP FINANCE DIRECTOR

CENTRAL LONDON

CIA Group plc was started in 1976 in the UK and is now the world's second largest independent media agency group with 28 wholly or partially owned offices in 16 countries and affiliates in more than 40 countries. Key group clients are Microsoft, Shell, Visa and Wrangler. Current UK billings are £521m.

Innovative thinking, a can do attitude, robust strategies and hard bargaining have been the trademarks of the company's approach to the media marketplace.

Reporting to the UK group CEO, the position will form part of a four person UK Holdings board.

The role will manage the day to day activities of a centralised finance department running all the finances of 12 companies. This position will provide a proactive, business driven and commercially sound financial perspective to all

the operating companies, working in partnership with each of 12 MDs and the other members of the UK Group board. Specific responsibilities will include:

- Leadership, management and development of 50 staff
- Devising/enhancing controls and procedures to ensure that key financial information is always readily available to the Board
- Strategic business planning for existing and future businesses
- Client profitability analysis
- Involvement in commercial negotiations

Candidates will be qualified accountants aged between 33-40. The successful candidate will possess proven leadership and strong team management skills. The ability to multi-task and prioritise effectively is

CIRCA £90,000 + BENS

essential. Personal qualities required will include determination, a positive approach to problem solving, close attention to detail while remaining aware of the bigger picture, and the ability to work within and manage complexity. The ability to interact with individuals at all levels and a sense of humour are prerequisite.

Going forward, the role will work closely with the UK Group CEO to develop the Group's billings either by corporate acquisition, organic growth or strategic extension.

To discuss this position in greater detail contact Jon Vink at Robert Walters Associates, 10 Bedford Street, London WC2E 9HE. Tel 0171 379 3333. Fax: 0171 915 8714 (evenings/weekends 0171 720 1527).

ROBERT WALTERS ASSOCIATES



LONDON WINDSOR AMSTERDAM BRUSSELS NEW YORK HONG KONG SYDNEY WELLINGTON VIEILLE

## SENIOR FINANCE OPPORTUNITIES

Pre-eminent Kuwaiti based Conglomerate

The Alshaya Group is a unique Middle East institution by reason of its tenure, geographic spread and dedication to excellence in a number of industry sectors including retailing, real estate development and construction, hotel and hospitality services, building materials, advertising, automotive distribution and the distribution of consumer products. Its business spans the growing markets of the Middle East and now has some 3000 employees. The retail division is the franchisee for The Storehouse Group, Next, Liz Claiborne, Ovis, The Burton Group, Laura Ashley, River Island and Nine West in most territories throughout the Middle East. It also holds the franchise for Body Shop and is the exclusive distributor for Estee Lauder, Clinique and Aramis products in Kuwait. The Retail Group currently owns and operates more than 130 stores in the Gulf region. The Alshaya Group has recently experienced tremendous growth which, combined with aggressive plans for the future, has created two opportunities for real career development in an attractive, tax free environment.

Group Financial Controller – Retail  
c \$100,000 + Car + Substantial Bonus

## THE POSITION

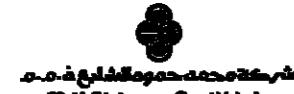
- Reporting to CFO and working closely with Chief Executive of Retail.
- Identify value added opportunities and deliver results accordingly.
- Feedback to the field operations, responsive, up-to-date and prompt financial and management reports.
- Introduce and integrate new upgraded systems and controls.

## QUALIFICATIONS

- Qualified Accountant with retail or FMCG experience gained post qualification. Age indicator 35-45.
- Flexible with an open management style. Good communication and presentation skills.
- Able to take relevant and sensible initiatives based on best fiscal practice.
- Strong team motivation added to the ability to take strategic responsibility. Reference 2185.

Both of these positions are based at the headquarters of The Alshaya Group in Kuwait City. The infrastructure is first class with sophisticated educational and medical facilities available. The environment provides a 'life style' to complement these exceptional career opportunities. Initial interviews in London are planned week commencing April 21st with Questor International and The Alshaya Group.

Interested candidates should write, enclosing full career and current salary details to the advising consultant, Richard Wilson, quoting the appropriate reference number, at Questor International Limited, 3 Burlington Gardens, London W1X 1LE. Tel: 0171 292 8500, Fax: 0171 287 5457, E-mail: richard@questorint.com

Group Internal Auditor  
c \$85,000 + Car + Substantial Bonus

## THE POSITION

- Reporting to MD with particular emphasis on the retail and finance divisions.
- Direct team of auditors based across all areas of operations.
- Ensure highest standards of controls to secure corporate assets.
- Provide expert advice for policy initiatives and decisions taken at the highest level.
- Ensure that vital marketing decisions are supported by financial and accounting integrity.

## QUALIFICATIONS

- Qualified Accountant, aged 35-45, with significant post qualification experience of retail, finance, consumer durables, consumer electronics or pharmaceuticals preferred from a significant international environment.
- Strong communication and presentation skills. Team orientation.
- Strong minded and capable of robust, independent thought on all issues concerning corporate initiatives and procedures.
- A knowledge of Arabic would be an advantage. Reference 2186.

Head of Fund Accounting  
Excellent Package

## South East

Our client is a leading US bank with an expanding presence in the UK and Europe. Operating in the fields of Treasury, investment administration and custody services, this organisation has undergone considerable growth, both organically and by acquisition, and has developed an exciting and innovative European strategy.

To ensure continued high standards of client service, a key individual is now required to lead a committed team responsible for providing high quality investment accounting and pricing to a range of clients within the third party fund administration arm of the Group.

Responsible for all aspects of Client Accounting, the successful candidate will be a qualified accountant of graduate



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calibre with strong leadership skills and extensive management experience. The ability to contribute at a strategic level is essential, as is the ability to interact and present to senior clients.

In return, an excellent salary and benefits package is offered together with opportunities for career progression throughout the Group.

If you are interested in joining a proactive senior management team and have the ability to contribute to an expanding business, please send your curriculum vitae, including your current remuneration details, in strictest confidence to

Stephanie Warren, Michael Page City, Page

House, 39-41 Parker Street, London

WC2B 5LH. Alternatively call her on

0171 269 2336 for further information.

## Financial Controller

## Surrey

c £40,000 + Car



One of Sweden's largest exporters, MoDo is an international forestry products company producing and distributing paper, pulp and sawn timber to a global market. Turnover is £2 billion with 12,000 staff worldwide.

MoDo Merchants in the UK specialises in the distribution of paper to a range of customers from printers and designers to office superstores. It is the fourth largest paper merchant in the UK with a turnover of c£140 million and approximately 280 staff.

Reporting to the Finance Director with a team of 11 staff, the Financial Controller will potentially have the highest profile role outside of board level.

This is a key role in the organisation with full responsibility for financial

control, with particular emphasis on cash and credit management. Other areas of responsibility include control of payroll, intercompany dealings and reporting, general ledger control and analysis.

Applicants will be qualified accountants with strong cash and credit management exposure, ideally gained within a high volume transaction business. Successful candidates are likely to be aged between 30-45, PC literate and strong team players with a 'hands on' approach.

Applicants should forward a comprehensive CV, quoting reference 34326, including a daytime telephone number and details of present remuneration to Lee Penycate at Michael Page

Finance, Cygnet House, 45-47 High Street, Leatherhead, Surrey KT22 8AG.



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## Threadneedle

Planning and Business Development  
City

Threadneedle Asset Management is a global investment house and a subsidiary of BAT Industries Plc, one of the world's premier business enterprises. With some \$31 billion funds already under management, Threadneedle has further ambitious expansion plans in the retail, institutional and international markets. As a consequence, a new position has arisen for an exceptional individual to be the Planning and Business Development Accountant.

The role is central to future strategic growth and the successful candidate will require drive and initiative, together with an ability to apply their accountancy skills in a dynamic commercial environment.

Working as part of a core team, the Accountant will be responsible for developing business plans for new ventures on an international basis and for financial reporting and analysis across the global operations. Candidates must be confident and flexible with an ability to think on their feet and a willingness to travel. They must be problem seeking and solving, have strong communication and presentation skills and experience of working in a team oriented environment.

Candidates will be qualified accountants (ACA preferred) with a minimum of 4 years post qualified experience and ideally previous corporate finance/business planning exposure from industry or practice.

Interested candidates should forward their curriculum vitae to Sarah Hunt, Page House, 39-41 Parker Street, London WC2B 5LH. Alternatively fax her on 0171 405 9649.

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enter tax stage left

Traditionally separate business sectors are combining forces to create global media/communication enterprises that can create the products of the future. This is resulting in developments which will fundamentally change the way we all work and play. Such a paradigmatic shift requires flexible and ever changing international corporate structures. Inherent in these is the real need for cutting edge tax advice.

Tax as the starring role

This role will combine managing a communication enterprise's tax affairs globally, with one off, high level assignments. Such assignments will typically be centred on corporate acquisitions, mergers and international restructuring. Above all else the role will involve developing and applying the most advanced tax techniques to some of the most complex business situations in the world.

How to get the part

Whether already a specialist in entertainment, media or communications or a more generalist corporate tax specialist, you will have a track record of providing top quality consultancy tax advice to international businesses. Qualified as an ACA, lawyer or with the Revenue, you will have strong UK tax experience and good international cross border exposure. An understanding of US tax and European language skills would be helpful. Of equal importance to the above will be your ability to inspire confidence by the combination of a strong personality, presence and interpersonal skills.

And the show will go on

This is a business area which promises rapid and sustained growth well into the next century. For the right person coming on board now there is a real opportunity to get to the very top of your profession. How many tax jobs can offer you that?

For further information and a confidential discussion, contact our advising consultants, Gavin Burgess on 0171 939 3444 or David Hunter on 0171 939 3661. Alternatively, you can write to them, quoting reference F/1780/FT at the address below:

Executive Search & Selection  
Price Waterhouse Management Consulting Ltd  
32 London Bridge Street  
London SE1 9SY  
Fax: 0171 378 0637.  
E-mail: Gavin\_Burgess@Europe.notes.pw.com

## Career Opportunities in Public Sector Audit

Our client is a public authority in the United Arab Emirates conducting financial audits of government departments and government related organisations. The Authority is seeking to recruit qualified Arabic speaking accountants in the following positions:

- Audit Manager
- Senior Auditor
- Assistant Audit Manager
- Auditors

The ideal candidates will possess the following qualities:

- keen analytical skills;
- ability to identify issues and recommend solutions;
- developed awareness for detail;
- ability to prepare clear and concise reports;
- make effective oral presentations;
- plan and conduct audits cognisant of audit risks with due professional care;
- able to work as a team member to achieve tight deadlines; and
- knowledge of personal computer skills.

Candidates for the managerial and senior auditor positions must be CA, CPA or CIA qualified. Leadership and human resource management qualities are considered essential for these positions. The likely age of suitable candidates will be 30 to 45 years. Candidates for the managerial positions should have seven to ten years experience, five of which should be in a similar management position. Senior auditors should have a minimum of three years post qualification experience.

Candidates for the remaining auditor positions should possess an accounting degree with at least three years experience. The likely age of suitable candidates will be 25 to 35 years.

Fluency in Arabic and English is a necessity and Middle East experience in public sector auditing is an added advantage.

The remuneration packages offered will be commensurate with the successful candidates' experience and qualifications. The packages will be market competitive for the Middle East. Expatriate benefits including accommodation, leave fares, education allowances and generous annual leave are also offered.

Only candidates who meet the above prerequisites should apply. Please address your current CV with your photo and remuneration expectations before 24 April 1997 to the Director of Human Resources, Ernst & Young, PO Box 136, Abu Dhabi, United Arab Emirates or by fax on 00 971 222968. Only shortlisted candidates will be contacted.

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**ACXION**

## UK Finance Director

London SE1

c £40,000 + Car + Bonus + Bens

Axiom is an international information management company that provides a wide spectrum of data products, database management services, data warehousing and decision support for Fortune and FT 500 companies.

A leader and pioneer in the US and UK markets, international revenue will exceed \$400 million this year with the UK contributing in excess of £17 million. The business is poised for a dynamic growth phase in existing and new markets.

Reporting to the UK MD, this role focuses on facilitating the flow of information and advising line management in business decision making. The role will take responsibility for the control and development of accounting, financial administration and compliance (including US GAAP). Supervising a dedicated

team split between two office locations, the role represents an exciting management challenge as a key decision maker on the UK board.

The successful candidate will combine their intellect and communication skills to inspire colleagues and make a direct and substantial contribution to the generation of profits. We require a qualified accountant who will embrace the service culture and thrive in this competitive and rapidly evolving market. An energetic and enthusiastic approach will be given priority over previous directorial experience.

Interested applicants should apply in writing to Guy Stacey at Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LH. Alternatively telephone him on 0171 269 2259.

**MP**

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## Enterprise Oil

Central London

c £50,000 + Car + Excellent Benefits

Enterprise Oil is one of the world's leading independent oil exploration and production companies. The group has an international portfolio of assets in 15 countries, including substantial business in the UK, Norway, Italy and the US and a market capitalisation of over £3 billion. Its success since formation in 1983 has been built on a commitment to quality, encouraging creativity and nurturing an environment which attracts outstanding professionals. Due to continued growth, Enterprise wishes to appoint a high calibre commercial accountant to join the senior finance team. Reporting to the Group Financial Controller, you will manage a small but high profile head office team responsible for:

- Group financial reporting (under UK and US principles), including advice to business areas on accounting issues.
- Preparation of regular Board reports with objective analysis of group performance.
- Development of the business reporting system and key performance measures.

## Group Reporting Manager

The successful candidate will be qualified ACA or ACMA with a minimum of five years' post qualification experience and a track record of achievement in challenging roles spanning commercial and technical aspects of finance, although not necessarily within the oil and gas sector. You will be a strong technical accountant with proven financial skills. An innovative and commercially minded manager, you will also have excellent interpersonal and presentation skills, with the confidence to challenge and influence at the highest management levels.

This is an outstanding opportunity with the potential to have a significant impact and develop your career in a FTSE 100 company.

Interested candidates should send their CV in the first instance to Malcolm Kelly, quoting reference 343876 at Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LH.

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## Divisional Finance Director

North West

c £50,000 + Car + Bonus

Develop the financial management resource within the business units.

The candidate will probably be aged 35+, a computer literate graduate qualified accountant, who has had significant exposure to a complex manufacturing environment, preferably with a major international company.

The candidate will have strong technical knowledge and first class communication skills, highly developed commercial acumen and the drive and presence to influence key issues.

This is a senior appointment with an international group and is expected to offer significant long term potential in financial or operational management.

Interested candidates should send their curriculum vitae to Dean Ball at Michael Page Finance, Clarendon House, 81 Mosley Street, Manchester M2 3LQ quoting ref 327312.

**MP**

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## Financial Controller

New Life and Pensions Venture

Bahrain

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Our client, a prestigious Middle-Eastern financial institution, is launching a new life assurance company to service the national markets within the region. A team is currently being put in place to establish and develop the new business which plans rapid growth.

They now seek to recruit a dynamic, commercial individual for the role of Financial Controller. This will be a key position as the main financial adviser to the business and will report to the Managing Director.

The Financial Controller will be involved in setting up the finance function in conjunction with other members of the senior management team, developing the necessary management information systems and procedures as well as recommending accounting and financial policies and practices for the company.

**MP**

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## 2 INVESTING IN CENTRAL AND EASTERN EUROPE

PRIVATE INVESTMENT • by Anthony Robinson

## Instability proves no deterrent

Investors need faith, wealth and a taste for risk but the potential is enormous

Foreign direct investment has been concentrated on the Czech Republic, Hungary and Poland until now. But low interest rates and fully valued assets in traditional markets, and the enormous potential for growth in the more undervalued and obscure transition economies, are luring fund managers and institutional investors deeper into the region, even to the more risky and opaque markets.

Wealthy individuals willing to take risks for potentially high returns are also being drawn to the region. The Institute of International Finance estimates that \$14.6bn of net equity investment has flowed into the region since 1992, of which \$10.7bn was direct equity investment and \$3.95bn portfolio equity investment. Mr Geoffrey Roguet, president of Creditanstalt International Advisors, which specialises in this sector, says that its New York office alone raised \$750m from wealthy investors in the past 18 months for private equity investment in the region.

Professional investor interest in high risk projects was in evidence at the recent launch by Regent Pacific Group of a \$100m Balkan fund - while television

## Eastern Europe: public \$ eurobonds since January 1 1995

Launch	Issuer	Issue Amount	Coupon	Bookrunner
June 27 1995	Poland, Republic of Poland	250	7.750	JP Morgan Securities
April 25 1996	Komercon BV (in Czech Rep.)	250	7.125	CS First Boston
April 30 1996	Serbia, Socialist Republic of	100	7.000	JP Morgan Securities
June 12 1996	National Bank of Romania	225	9.750	Merrill Lynch International
July 22 1996	Slovenia, Republic of Slovenia	325	7.000	JP Morgan Securities
November 21 1996	The Russian Federation	1,000	9.250	JP Morgan Securities, SBC Warburg
December 5 1996	Vodnjanskih Republika i Vjesnika SR	200	7.250	JP Morgan Securities
February 6 1997	Croatia, Republic of Croatia	300	8.250	UBS, Merrill Lynch International

Source: JP Morgan

screens around the world were showing pictures of Albanians firing Kalashnikovs into the air and looking on a heroic scale.

Foreign direct investment, while still small relative to investment in the Asian Tigers and Latin America, remains the region's biggest source of foreign capital.

The European Bank for Reconstruction and Development estimates that \$20.7bn over the past seven years. A further \$11.23bn went to the former Soviet states, of which half went to Russia and a quarter to Kazakhstan.

The pioneers in direct investment were multinationals such as Fiat, Volkswagen and ABB and consumer companies such as Coca-Cola - which were quick to fill the enforced gaps in their global production and marketing arrangements.

But central Europe's proximity to western markets and relatively high skills for low wages have attracted thousands of smaller and medium-sized European companies, especially

privately owned German and Italian companies.

In the German case the rapid growth of private *mittelstand* investment has led to a growing German bank presence, especially in Poland. Elsewhere in the region Dutch, Austrian and US banks have been building up operations. The need to prepare for competition in the banking sector in the run-up to EU enlargement is increasing pressure on domestic banks in central Europe to raise the quality of their services.

The pace of financial investment has been closely linked to the privatisation of state-owned assets. The best year was 1995, when \$45bn in privatisation receipts for Hungary and the sale of a 27 per cent stake in SPT, the Czech telecom company, swelled the capital inflow to more than \$9.5bn. Last year the inflow fell to \$7.13bn but a new round of privatisation in Poland, where the sale of "crown jewel" banks and companies is under way, should boost the figures this year. Official figures often

fail to register investments of less than \$1m and under-estimate the flow of funds and equipment to the region.

Bond markets are becoming an increasingly important source of finance. Croatia, the Czech Republic, Hungary, Latvia, Poland, Slovenia and Slovakia have won investment grade ratings from the international agencies. Others are clamouring for a rating, even though the outcome will be well below investment grade in most cases.

Russia has issued dollar and D-mark sovereign loans and markets are braced for a torrent of municipal and corporate borrowers during the year. Ukraine, Kazakhstan and other former Soviet states with big natural resources but depleted treasuries are expected to follow later this year.

The successful rescheduling of \$70bn of former Soviet debt last year paved the way for Russia's first \$1bn sovereign eurodollar issue. Gazprom followed with its debut on international security markets, a \$430m American

problems faced by the few "hands-on" investors" such as Asidomin, the Swedish paper company which is managing Segezhabuprom, Russia's biggest paper bag maker, help to explain why fewer than 100 of Russia's 15,000 privatised companies

have put together joint ventures with foreigners - and why Russia is still a country of capital flight rather than inward investment.

By the time Russia made its debut on the German market last month with a DM1.5bn issue managed by Credit Suisse First Boston and Deutsche Morgan Grenfell, concerns over the trend of US interest rates kept some potential investors on the sidelines in spite of a last minute hike in the coupon. Raising capital abroad may be getting more expensive, but it is still cheaper than what is available domestically, and for a longer term, Russian entities plan to raise another \$2bn this year.

Much depends on politics, something underlined most clearly when President Boris Yeltsin's purge in early March brought back a reinforced team of economic "liberals" and reassured investors that market-oriented policies and macro-

economic stability would be pursued with greater vigour.

But evidence of the continuing personal nature of power in the Russian system also reminded investors of the unpredictable nature of the biggest - and potentially richest - of the former communist states.

Faith, a long purse and a taste for risk are still required attributes for portfolio investors attracted by apparently under-valued Russian assets. Meanwhile, the bureaucratic and legal problems faced by the few

now have between \$5bn and \$6bn invested in central and eastern Europe.

Warsaw has emerged as the most transparent stock market in the region, and is becoming a regional financial centre, with ING group and Citibank building headquarters in the city. Market capitalisation doubled last year to \$8bn and quoted shares on the WSE main market put on another \$2bn in the first three months of the year, as investors continued to pile in.

The main central European stock markets have been strong performers for most of the past 18 months, fuelled by foreign investors and funds seeking higher returns from emerging markets. Baring Eastern European Fund, with \$127m to invest, estimates that funds

have put together joint ventures with foreigners - and why Russia is still a country of capital flight rather than inward investment.

Until now domestic equity markets have been small and speculative. But some are starting to function as useful providers of equity capital to enterprises. But again success is closely linked to the transparency and efficiency of individual stock markets and their regulatory regimes.

The main central European stock markets have been strong performers for most of the past 18 months, fuelled by foreign investors and funds seeking higher returns from emerging markets. Baring Eastern European Fund, with \$127m to invest, estimates that funds

raised about 1.1bn zlotys (\$400m) through capital increases and other public offerings. This is expected to rise sharply this year, when 25 companies will be added to the existing 88 quoted companies.

CENTRAL EUROPE • by Anthony Robinson

## Hopefuls join EU queue

Views are mixed about the selection of candidates for early membership

The name of the game for central Europe over the next few years is European Union enlargement. The Czech Republic, Hungary and Poland, already members of the OECD, are expected to be in the first round of new entrants around the turn of the century.

Many investment decisions will hinge on the timing and conditions attached to entry. Aspirant members hope the run-up will spark off the kind of inward investment boom which southern European entrants such as Spain and Portugal enjoyed before their entry.

The view ahead is still cloudy, however. This is largely because the timing and modalities of entry are all hostage to fortune in the shape of the Inter-Governmental Conference.

Until existing member governments finish their own review of the Maastricht treaty and decide on crucial new voting rules and budgetary policies they cannot focus on enlargement, the next big task ahead.

If European Monetary Union, which is due to start in 1999, were postponed there could be slippage in the start of EU enlargement negotiations.

Views are mixed on which countries should be included in the first round of negotiations - or whether the EU should start negotiations with all 10 - the Czech Republic, Poland, Hungary, Slovenia, the Baltic states, Slovakia, Bulgaria and Romania - at the same time, as France has proposed.

Slovenia, small and relatively rich, is well placed. Slovakia lags because of the idiosyncratic political style of Mr Vladimír Mečiar, the prime minister. The Baltic states, with Bulgaria and Romania, have a strong political claim. But the EU has never taken in more than three countries at a time.

The slow pace of privatisation means that Poland, unlike Hungary or the Czech Republic, still has most of its "crown jewels" to privatisate.

This process is about to take off this year, when the government proposes to privatise significant stakes in Bank Handlowy, Polska Miedz, the copper miner and refiner, LOT, the state airline, and start a long-delayed privatisation of utilities by offering a stake in Polska Telecom.

Other assets worth several billion dollars are on the block, or will be soon.

Hungary, with only 10m people, has attracted more foreign investment than anywhere else in the region because it was seen as the country with the greatest financial sophistication and, above all, offered the greatest degree of legal protection and investor comfort.

Poland, for example, has been slow to privatise and was treated warily by foreign investors until it rescheduled its foreign debt in 1994. Since then foreign investment has virtually doubled every year, attracted by low production costs and a strong market.

The early dearth of foreign

telecoms, have already been sold off, mostly in the past two years, when cash privatisation was a central element in a heroic re-adjustment process embarked on in March 1995 to stave off a looming domestic and foreign debt crisis.

Some of these companies are now medium-sized enterprises quoted on the Warsaw stock exchange, which has carved out a reputation as the most transparent and efficient in the region.

Polish banks - after a shaky start with the spectacular Art-B bank scandal in 1992 - have run fast to keep up with growing competition from foreign banks and the increasingly sophisticated demands of the most entrepreneurial private business customers in the region.

The slow pace of privatisation means that Poland, unlike Hungary or the Czech Republic, still has most of its "crown jewels" to privatisate. This process is about to take off this year, when the government proposes to privatise significant stakes in Bank Handlowy, Polska Miedz, the copper miner and refiner, LOT, the state airline, and start a long-delayed privatisation of utilities by offering a stake in Polska Telecom.

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Hungary, with only 10m people, has attracted more foreign investment than anywhere else in the region because it was seen as the country with the greatest financial sophistication and, above all, offered the greatest degree of legal protection and investor comfort.

The political bravery of the socialist government led by Mr Gyula Horn has set the scene for a solidly based

recovery in output, incomes and consumption which promises sustainable 5 per cent to 6 per cent annual growth.

It is a very different picture in the Czech Republic where, with the benefit of hindsight, it is possible to identify deep flaws in the mass privatisation by coupon programme and the consequences of the prime minister's reluctance to recognise the importance of well-regulated and transparent financial markets.

The problems are being belatedly addressed following a series of worrying bank failures and investment fund scandals. These often incestuous relationships between banks, investment funds and the enterprises controlled by them, indebted to them, or both.

The slow pace of restructuring in much of heavily indebted Czech industry, coupled with rising labour and other costs, has led to a downgrading of overall GDP growth expectations to about 4.5 per cent this year.

Another indicator of declining Czech competitiveness to be found in the rapidly growing trade deficit. Rising deficits are a fact of life in most of the transition economies, with the signal exception of Russia, with its big energy exports.

They are easily financed by current levels of capital inflows. But the argument that higher imports reflect rising investment is more convincing in Hungary and Poland than in the Czech Republic.

Prague has avoided the "shock therapy" approach of its neighbours but a similar kind of shake-out is looking increasingly necessary.

THE EBRD • by Anthony Robinson

## Change of pilots ahead

Now a profitable and influential institution, the bank is about to change bosses

"No-one would judge the performance of a jet aircraft by its speed and height on take-off," protested Mr Jacques Attali just before he was removed as founding president of the European Bank for Reconstruction and Development four years ago. Today, six years after its creation, the bank designed to aid the transition from central planning to the market economy has reached its cruising speed, but is once again about to change pilots.

The bank, which received a vote of confidence in the form of a \$10bn capital increase last year, has committed more than Ecu8bn to projects in the region since 1991 with a further Ecu2bn approved. Last year its net

operations accounted for nearly half total income compared with 36 per cent in 1995 while expenses were kept at 1993 levels, 10 per cent below the 1992 budget.

Although the 15 EU countries collectively hold a 57 per cent stake in the bank, the US government is the largest single shareholder and insisted from the outset that it should concentrate on assisting the private sector. The deal which set up the bank sited the new institution in London but agreed that a Frenchman would hold the presidency and an American the top investment banking role. Mr Ron Freeman, a former Salomon Brothers banker, was appointed vice-president in charge of this area.

In 1993 the investment and development banking operations were merged. Mr Freeman chairs the regular Friday operations committee meetings which decides the fate of all projects and keeps

him in close operational contact with continuing and projected deals.

Mr Freeman is about to be replaced by another American banker, name unknown at the time of writing, while the mandate of Mr Jacques de Larosière, the former president of the IMF who replaced Mr Attali in 1993, expires in September, although he is pondering a request from the EU's ECOFIN committee of finance ministers to stay on for another term.

The bank in its current shape has 67 per cent of its deals in the private sector, and Mr Freeman, in an interview before the AGM, argued that one of the main functions of the bank had been to initiate new borrowers into the arcane arts of borrowing and paying back and the other rules of the capitalist game. "We are like a military academy, a sort of financial boot-camp. If you graduate from the EBRD it shows you have learnt the drill. After that you can go to any body - commercial banks, insurance companies, funds and go for floating-rate, fixed-rate, whatever," he says. "Borrowers sometimes complain that it was easier to get money from Merrill or JP Morgan than it was from us. I smile and say that's great, it means we've been doing our job."

"Our game plan has been to accelerate the education process, insisting on good corporate governance, international accounting standards and the fulfilment of contractual obligations. If you do all the things you have to do, you get the money. If not, you don't."

The learning curve has been steep, but rapid. "Seven years ago there were no maps and phone books - now they throw mobile phone, home and fax numbers at you, everyone is wired. Information that would put you in Lubjana is now available by the truck-load," he says, throwing over a Gazprom loan prospectus two inches thick.

There have been set-backs. Albania, for example, made extraordinary progress from a virtually zero starting point until the wheels came off three months ago. "We were doing fine in Albania until pyramid schemes were permitted to advertise on TV and proceeded to steal the savings of innocents," he says.

As a parting shot, Mr Freeman suggests that the European Investment Bank should play a bigger role in financing the heavy infrastructure projects which lie ahead as EU enlargement becomes a reality. "The EIB... has the longer-term funds needed for infrastructure investment. Many of its senior people have worked at the EBRD and we would welcome a closer relationship," he says.

Poland, for example, has been slow to privatise and was treated warily by foreign investors until it rescheduled its foreign debt in 1994. Since then foreign investment has virtually doubled every year, attracted by low production costs and a strong market.

Hungary, with only 10m people, has attracted more foreign investment than anywhere else in the region because it was seen as the country with the greatest financial sophistication and, above all, offered the greatest degree of legal protection and investor comfort.

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## INVESTING IN CENTRAL AND EASTERN EUROPE: INTERNATIONAL FINANCIAL INSTITUTIONS 3

THE ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT • by David Buchanan

# New relevance in a changed world

The OECD is responding to expansion with country-specific projects

The Organisation for Economic Co-operation and Development has made a big effort to help eastern Europe - and in the process the Paris-based club of market economies has shown some of the doubters among its members that it has a new relevance in a changed world.

Into the OECD have come the Czech Republic (December 1995), Hungary (April 1996) and Poland (November 1996). Slovakia might join next year and Russia might follow in the near future.

The issue of new members and of the criteria for joining will figure high on the agenda of the OECD's annual ministerial meeting next month.

Within months of the collapse of communism in eastern Europe the OECD set up its Centre for Co-operation with Economies in Transition (OCET) in March 1990. This centre, with a budget of

FFR3.5m to fund work of about 90 officials, gives technical assistance to 11 eastern European countries, to 12 former parts of the Soviet Union, and to Mongolia and Vietnam. The most intensive help is in the form of country programmes in three categories:

• The Partners in Transition (PTT) programme was set up in 1981 for Poland, Hungary and the former Czechoslovakia, to prepare them for OECD membership. All are now in, except Slovakia, where doubt about the solidity of democracy and difficulties in meeting membership criteria have slowed entry negotiations.

• The Russian Federation programme, set up in 1994. It is almost as extensive as that of the PTT countries and covers more than 20 policy areas, but has not so far been oriented to preparing Moscow to meet OECD membership criteria such as removal of foreign exchange and capital controls.

This may change. Russia applied to join in May 1996, a move supported by the US and some of its allies, which want to soften the psycho-

logical blow of Nato enlargement by bringing Moscow into economic bodies such as the G7 and the OECD.

• Bulgaria, Romania and Slovenia also have country-specific programmes. Again, these are not tailored to eventual OECD membership, but could facilitate efforts by these countries to join the European Union. So far, all EU states belong to the OECD.

Unlike the International Monetary Fund, the World Bank or the European Bank for Reconstruction and Development (EBRD), the OCET dispenses advice alone, and it is much harder to evaluate the "return" on advice than on money. "But we think we can claim some credit for the better performance of the leading eastern European countries," says Mr Jean-Pierre Tuveri, deputy director of OCET.

Initially much of the advice focused on the development of the legal and institutional framework in eastern European countries, which were helped to prepare new laws on privatisation, bankruptcy, competition, tax, environment,

and capital controls.

In training, the OCET has

made a priority of tax, using its Paris-based officials and those from member coun-



The border dividing what was once Czechoslovakia: Slovakia might become a member of the OECD next year

Craig Sillitoe

tries. It has four centres - in Ankara (international and domestic tax) for central Asian and trans-Caucasian countries; in Budapest (domestic tax) for east Europe; in Copenhagen (international and domestic tax) directed at the Baltics and Russia; and an operation in Vienna in conjunction with the IMF, World Bank and the EBRD.

Nowhere is the tax system in more disarray than in Russia. But Mrs Alexandra Trzeciak-Duval, the OCET official in charge of Russia, says: "We are getting increasing co-operation from Russian institutions, like the central bank and the finance ministry, as they begin to understand the OECD better."

The Russians, she says, like the fact that several economic models are represented within the OECD, which is therefore not trying to ram one recipe down Russian throats. Nor is there the

tension that comes in the loan conditions negotiated with other western institutions.

In contrast with much of eastern Europe, which is aligning itself with Brussels, Russia is still taking input from the OCET.

The Russians, she says, like the fact that several economic models are represented within the OECD, which is therefore not trying to ram one recipe down Russian throats. Nor is there the

do a lot of work themselves. In this way we transfer lots of useful tools to the Russians and so intensify our co-operation".

In spite of its relatively small resources, the OECD has been active on the ground. It has helped convert Zhukovsky, a city near Moscow that was once heavily dependent on defence, to the civil sector, and aims to do the same at a former secret military city near Tomsk in Siberia.

EUROPEAN INVESTMENT BANK • by Lionel Barber

# Crucial supporting role

Talks on EU enlargement will involve both diplomacy and hard bargaining

In less than 12 months the European Union will launch the historic process leading to the admission of new members among the reform democracies of central and eastern Europe.

Enlargement negotiations will involve high diplomacy and hard bargaining well into the next century. But in the background one institution - the European Investment Bank - will play a crucial supporting role.

For more than 40 years since its creation as part of the treaty of Rome, the EIB has specialised in long-term lending to support large-scale capital projects fostering economic integration in western Europe. But its "out of area" operations have expanded steadily, especially in post-communist central and eastern Europe.

Mr Wolfgang Roth, the EIB's executive vice-president responsible for the region, says the approach is straightforward. "We look at central and eastern Europe

like the weaker member states of the European Union. That means supporting infrastructure such as roads, railways, energy, and especially the environment."

Between 1990 and the end of 1996 EIB lending reached almost Ecu50bn in 11 countries: Albania (Ecu46m), Bulgaria (Ecu286m), the Czech Republic (Ecu992m), Estonia (Ecu68m), Hungary (Ecu872m), Latvia (Ecu31m), Lithuania (Ecu161m), Poland (Ecu1.406bn), Romania (Ecu475m), Slovakia (Ecu53m) and Slovenia (Ecu50m).

Examples of EIB-financed projects include an Ecu50m loan to upgrade Bulgaria's air-traffic control system; an Ecu80m loan to finance an oil pipeline between the Czech Republic and neighbouring Germany; an Ecu70m loan for the Ljubljana-Celje motorway in Slovenia; and two loans of Ecu230m and Ecu220m to improve and expand the telecoms network in Hungary and Poland respectively.

With the exception of Albania, all of these countries have applied for membership of the EU. But some are more economically advanced than others, raising delicate questions ahead

of the EU summit in Luxembourg in December, when EU leaders are expected to select candidates with which to open accession negotiations early next year.

There is a risk of new dividing lines being drawn across Europe if the selection process in eastern enlargement is mismanaged.

The EIB has a vital role because it pursues an inclusive approach based on objective lending criteria that have been rigorous enough to maintain the bank's Triple A rating in central Europe, says Mr Roth.

Under new mandate from EU governments covering 1997-98, the EIB is to provide another Ecu52bn to the 11 central and eastern European countries, to be topped up with a "pre-accession" lending facility to support those countries with which the EU formally opens accession negotiations.

The new facility will be

along the lines of financing made available to Greece, Spain and Portugal when the EU opened its doors to the "Club Med" countries in the 1980s. The idea is to encourage private investment to piggy-back on the prospect of EU membership to speed

economic transformation. In addition to the EIB's pre-accession facility, the European Commission has announced a further reform of the Phare aid programme to central and eastern Europe to support more infrastructure projects.

Mr Roth believes there should be no upper limit on the pre-accession facility. Setting a ceiling would encourage "indicative planning" where money is spooned out to countries without regard to the merits of individual projects.

Much better, Mr Roth says, is to offer a bigger role to private banks, which can subsequently assume responsibility for supporting EIB guarantees, rather than relying on governments.

Private finance is playing a bigger role alongside the EIB in central and eastern Europe, a trend reinforced by the fact that German bankers are coming back into the market and the prospect of other pathfinders such as ABN Amro.

Last month an international syndicate of 11 European, US and Japanese banks agreed to guarantee an Ecu70m loan to Slovenske Elektrarne, the Slovak power utility, for new boilers, steam turbines and a cooling system at the power plant in Vojany in eastern Slovakia. Similar projects are under way in the region.

The EIB also wants to back joint ventures with EU partners and direct investments by EU companies. Often this means the EIB offers lines of credit to local banks to support small and medium-sized projects which on-lend the funds in smaller amounts. The EIB finances up to 50 per cent of a project.

Mr Roth, a former leading member of the German Social Democrats, wants the Bank to support larger industrial projects, say, in the automotive industry where central Europe's lower wages and engineering skills could offer competitive advantages. But he acknowledges such lending would be politically sensitive.

"Exports [from central Europe] would also mean workers in western Europe losing their jobs," says Mr Roth. "On the other hand, poorer people want to buy cheaper products. What we really must do is look at the division of labour in Europe."

Throughout the process of restructuring the post-communist economies the Luxembourg-based EIB has worked closely with the London-based European Bank for Reconstruction and Development. In spite of initial fears of an overlap, the co-operation appears to be working well.

About 36 common projects are under way. The EIB offers lending at slightly more favourable rates than the EBRD, usually on bigger projects. The EBRD is more like an investment bank, with strong consulting advice. Mr Roth, committed to uniting the continent, allows himself a small joke: "The EBRD gives good advice but has no money, while the EIB does not give enough advice but hands out lots of money."

The problem of gauging the mix of carrot and stick is a continuing constraint

The past year has been a curiously difficult one for the Washington-based development agencies, on whose activities in the transition economies of eastern Europe, without overloading in a way that might encourage fiscal laxity or crowd out the private sector.

The International Monetary Fund and the World Bank have previously been criticised for imposing overly-austere economic adjustment programmes on the countries to which they lend.

The problem of gauging the mix of carrot and stick to encourage sometimes reluctant governments to accelerate reforms has been a continuing constraint.

But the biggest criticism is that the IMF was too lenient in allowing a government to float the criteria it set for one of the biggest loans it has ever advanced.

Last spring the fund launched a \$10bn three-year facility for the Russian federation. It was tied to the usual tough requirements of budget deficit reduction, structural reforms and measures to tackle inflation.

But the arrangement seems to have produced more controversy than reform over the past year. The fund's fiercest critics say it went soft on Russia in an attempt to assist president Boris Yeltsin's re-election last summer.

The loan went ahead in spite of the failure of Mr Yeltsin's government to meet many of the targets set. Worse, when Mr Yeltsin promised unplanned spending in his election campaign, the men from the fund stayed mum.

Although the IMF denies that it was more lenient on Russia than it has been to other countries, it is hard to avoid the impression that the IMF's major shareholders - the US and Germany in particular - did not want to run the risk of pressing Russia too hard and prompting the election of one of Mr Yeltsin's harder-line rivals.

The incident has detracted from the fund's broader efforts in Russia and the rest of eastern Europe. It has made it much harder for the IMF to extract commitments from the Russian government.

The fund has repeatedly delayed disbursements of the loan pending improvements to the chaotic tax collection process in Russia, but few doubt that it will be fully disbursed, whatever happens.

The issue has prompted bitterness among other eastern European governments, some of which have made painful sacrifices and got far less favourable treatment. And - perhaps most importantly - it has dented the confidence of foreign private-sector investors in Russia, who look to the fund to force fiscal and monetary

this way. Hungary, Estonia, Poland, the Czech Republic and Slovenia have been frontrunners - but the rest have some way to go.

The bank has concentrated on two areas - investing in physical infrastructure and complementing the IMF's efforts to support structural change.

Privatisation, encouraged by the bank, has been fitful. While the bank's efforts stalled in Belarus, after initial setbacks in Ukraine, the process is back on track and its lending to Ukraine is expected to reach \$1.5bn this year.

In spite of the IMF's difficulties in Russia, the bank has encouraged reform in some areas, notably in the operation of fiscal policy, although there have been considerable setbacks in others, especially agriculture.

In countries which are further down the path of reform, efforts have focused on ensuring the sustainability and efficiency of public finances and on involving the private sector in infrastructure investment and environmental protection.

The bank's long-term aim is that its role should gradually be assumed by private money and foreign equity. Some of the more advanced economies have started to attract private capital in

reconstruction programme in Bosnia and Herzegovina.

Some big challenges remain in the less advanced countries, however. Worsening poverty in many countries has forced the lending institutions to focus more effort on social assistance programmes.

Rationalising unprofitable large enterprises continues at a slow pace, stymied by political difficulties. And improving the operation of financial markets has been a thorny problem. In the past banks relied heavily on lending to loss-making but protected state industry. Restructuring those industries without prompting a banking collapse is proving difficult.

In a speech last November Mr Johannes Linn, the World Bank's vice-president for Europe and central Asia, warned that the problems the bank faced were much greater than expected and there was a risk of widening the gap between different countries. "We may have to be prepared to face an increased polarisation of progress and country diversity," he said. That is World Bank-speak for a dangerous and deepening gulf between the best and the rest.

# INVEST IN BULGARIAN PRIVATISATION

Commitment to welcoming foreign investors and fast-track privatisation

Following the agreement with IMF, backed by the World Bank, for speeding up economic reform, the Bulgarian government announces a privatisation programme for 1997 that specifically welcomes foreign investors and aims to accelerate privatisation, which so far has resulted in almost 5500 deals, and thus has the support of the major Bulgarian political parties.

1996 is evidence that Bulgaria can deliver on the sale of large firms and is also becoming a focal point for foreign investment. The Privatisation Agency sold 148 large firms then, resulting in proceeds, debt amortisation and investment commitments totalling over \$600 million - the highest annual figure today.

Following the IMF agreement, within 7 months 15 companies were sold to foreign investors including world-class firms such as ABB, American Standard and Daewoo. Moreover, in the previous years Tate & Lyle (UK) through Amul (Belgium), Philip Morris Companies Inc (USA) through Jacobs Suchard (Switzerland), Lifton International A/S through Breakers A/S (Denmark), YONG Holding (Germany), Nestle S.A. (Switzerland), Internationale Spedition Willi Betz GmbH (Germany), Heineken N.V. (the Netherlands) through Brewinvest S.A. (Greece), Interbrew (Belgium) and others invested through Bulgarian privatisation, too.

The extensiveness and effectiveness of the legislative framework for investment in Bulgaria has become, according to an EBRD report in October 1996, among the best in the region. Operating costs are now among the lowest in Central and Eastern Europe. Other enduring attractions include a strong track record in exports, directed increasingly to OECD, and especially EU, markets as well as the traditional markets of Russia, other CIS countries, the Black Sea region and the Middle East.

## SOME INVESTMENT OPPORTUNITIES - FIRMS FOR PURCHASE

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Electrical Engineering	Elprox Trafo	55%	70%
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Machinery	MDK	30%	55%
Chemicals	Alumina	30%	70%
	Agroplihim	74%	75%
	Medimex	29%	75%

Companies wishing to receive further information on these or other companies for sale and the official tender procedures are invited to contact the Marketing Department, Bulgarian Privatisation Agency.

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UKRAINE AND BELARUS • by Matthew Kaminski

## Dire performances all round

Moscow is forced to think twice as its neighbours' economic reforms fail to materialise

A popular joke in Kiev is that Belarus exists to make Ukraine look good.

Such mildly perverse humour in the eastern Slavic countries, ostensibly independent of outside domination – usually Russian – for the first time in their histories, does little to blanket the stark reality that the gap between them keeps widening and both are falling further behind other more rapidly reforming countries.

Ukraine's fifth birthday celebration last autumn marked a watershed. The country had just introduced a currency, the hryvnia, and passed a constitution. Soaring prices, which exposed Ukraine's weakness in its first two years of self-rule, have become a distant – but not faint – memory.

The doubters, who said a Ukraine without Russia would not last long, have been proved wrong. "No-one can really question that Ukraine will stay independent," says Mr Stepan Kuri, editor of *Vysky Zamok* in the western town of Lviv, the hotbed for Ukraine's national revival. "But what sort of country will it be?"

Many people are asking the same question. The nationalists have, in fact, become disenchanted. The old Communist establishment, which ruled Ukraine more conservatively than its peers in Russia, has stayed on and divided the political and economic spoils.

As old vested interests dig in and new ones form, structural reforms are being neglected. Privatisation remains slow. Growing wage arrears – up to 4.2bn hryvnia (\$2.4bn) last month – stem from the chronic state of Ukraine's public finances.

New ideas for reforms are emerging. Mr Jeffrey Sachs, a Harvard economist, helped put together a tax and regulatory overhaul package. A more realistic 1997 draft bud-



Ukrainian industry: complex regulation and tax regimes make it unattractive to foreign investors

get came with it. But infighting in parliament and cabinet have repeatedly delayed their adoption, leaving Ukraine without a budget and prompting Mr Victor Pynzynsky, the most senior proponent of economic reform in the Ukrainian government, to resign in frustration earlier this month.

Ukraine's western donors are growing impatient. "They're just not moving forward," a US official complains. "The political leadership is fractured, there is no coherence or follow through. Stabilisation is an old story now, and you can have stability without growth."

President Leonid Kuchma, in a rambling 90-minute address last month, blamed the economic troubles on parliament and the government led by Mr Pavlo Lazarenko, a former Soviet farm boss. Yet he appointed the latter himself.

The charges that corruption is escalating are almost deafening, coming from many leading western companies and their governments. "The business climate is in the toilet," says a US official.

Motorola, the US telecoms giant, last month became the latest casualty, pulling out on a planned \$500m investment in a mobile telephone network after the government kept changing its licensing procedures.

As in the case of Russia, Ukraine has developed a reputation for favouring

unknown, weakly capitalised local companies that are well connected politically and have repeatedly delayed their adoption, leaving Ukraine without a budget and prompting Mr Victor Pynzynsky, the most senior proponent of economic reform in the Ukrainian government, to resign in frustration earlier this month.

Ukraine's recent embrace of warmer ties with Nato and its central European neighbours makes more unlikely the recreation of Russian military or political domination in the borderlands.

Kiev's westward tilt in foreign policy may not last beyond next year's elections for parliament but it is a strategic reality today that makes Russian nationalists furious and appears to vindicate the American proponents of a more pro-active policy toward Ukraine.

Ukraine never opposed Nato expansion into central Europe and today even sees it as in its interest. A separate Ukrainian-Nato charter on closer co-operation is under discussion.

And, as Kiev and Moscow keep bickering about the division of the Black Sea Fleet, Ukraine believes the expansion of the alliance "can be a great stimulus for Russia's choice of a democratic course of development," according to Mr Anton Buteiko, its deputy foreign minister.

But those pretensions matter. Its democracy, flawed and functioning without via-

and press ahead at varying speeds with reform, the most glaring exception must be Belarus, a nation of 10m wedged between Poland and Russia.

Mr Alexander Lukashenko, Belarus' president, keeps up the drum beat for Slavic reunion. The Kremlin has repeatedly embraced its closest ally, a potential bulwark on Nato's probable new eastern frontier.

But as Belarus sinks deeper into economic hardship and political repression Moscow has been forced to think twice.

The Kremlin spokesman last month surprisingly condemned the lack of press freedoms in Belarus when a Russian journalist had his accreditation withdrawn. And market reforms have not even been tried, making any reunion with Belarus prohibitively expensive for Russia.

The populist Mr Lukashenko's reputation for unpredictability was further enhanced last month when Belarus expelled a US diplomat. Surrounded by new democracies, Mr Lukashenko now sounds increasingly isolated, warning his compatriots that "we have no-one left to count on".

The harried and small opposition, which lost last November's fight over a controversial new constitution that gave the president broader powers, has in the meantime stayed out in the streets to stage its protests.

CREDIT RATINGS • by Kevin Done and Anthony Robinson

## Debutants line up

A flood of countries across the region are being given their first ratings

### East Europe credit ratings

Long-term foreign currency

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AA+	AA+	Aa1
AA	AA	Aa2
AA-	AA-	Aa3
A+	A+	A1
A	A	A2
A-		A3
Slovenia		Slovenia
Czech Rep		Czech Rep
A		A
Slovenia		Slovenia
Czech Rep		Czech Rep
BBB+	BBB+	Baa1
BBB	BBB	Baa2
BBB-	BBB-	Baa3
Croatia	Croatia	Slovakia
Slovakia	Slovakia	Poland
Hungary	Hungary	Hungary
		Croatia
		Investment grade
		Speculative grade
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Lithuania		Lithuania
BB	BB	Baa2
		Moldova
BB-	BB-	Baa3
Russia	Russia	Russia
Romania	Romania	Romania
Kazakhstan	Kazakhstan	Kazakhstan
		Baa1
B+	B+	B1
B	B	B2
B-	B-	B3
		Bulgaria

June and Slovakia is looking at the possibility of raising funds to help cover its budget deficit.

Corporate borrowers, such as Poland's Stalexport which last month issued the first \$50m euro-convertible loan, are also ready to tap bond markets for cheaper and longer term funds than those available from local banks and capital markets.

Initial reception for the Stalexport was poor, however.

"Companies we'd never even heard of five years ago are now in the market looking for \$100m at a time," says Mr Doug Reilker of Merrill Lynch. "There's a flood of opportunities but companies have to make the grade. Their earnings have to be fully reported, and their

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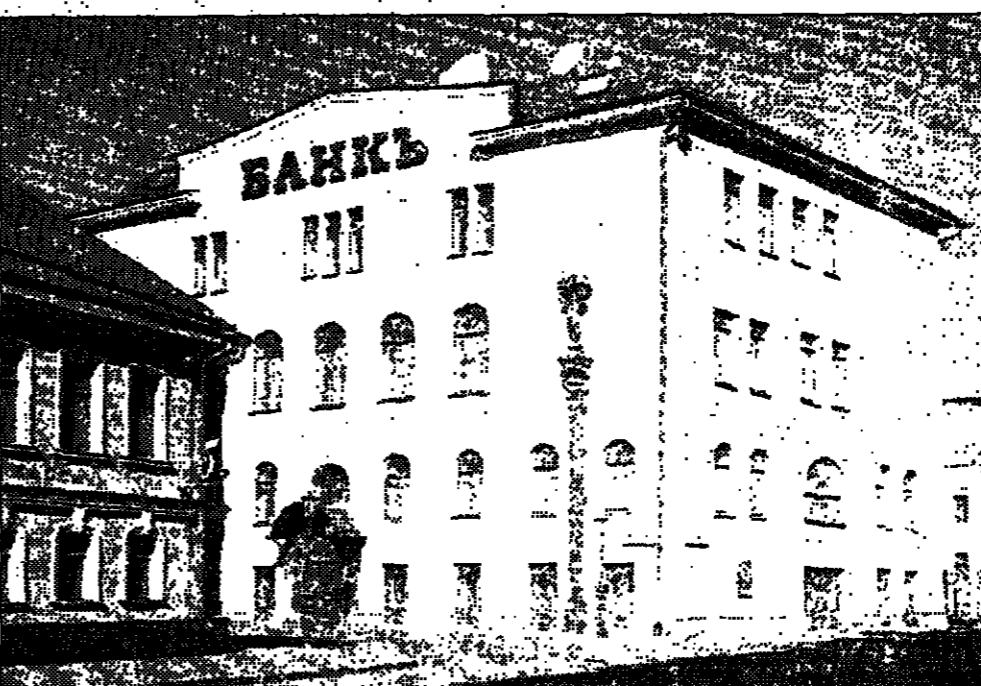
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## 6 INVESTING IN CENTRAL AND EASTERN EUROPE

POLISH PENSION REFORM • by Christopher Bobinski

## A new lease on life

**Fund-based pension reform aims to take pressure off the financial markets**

A small but energetic group of reformers is racing to put in place the outlines of a fund-based pension system to replace Poland's pay-as-you-go arrangements. The effort is central to the development of the country's capital institutions. But the reform must be pushed through parliament ahead of autumn elections lest politicians' temptations to compromise to win the votes of more than 9m pensioners and invalids shatters the fragile government consensus on pension reform.

The old system threatens to collapse in a decade under the weight of a growing population of pensioners. But failure to meet the reformers' deadline would give it a new lease of life.

The leader of the pension team housed in the labour ministry is Mr Jerzy Hauser, a politically canny former top adviser to Mr Wladyslaw Cimoszewicz, the prime minister. He moves confidently in the corridors of the present coalition, led by the former communist Left Democratic Alliance. He is backed by Mr Michał Rutkowski, a World Bank-trained Polish economist, and a group of enthusiastic experts aware of how important their efforts are to Poland's growth.

If they fail to push draft legislation through parliament in the next few months the banks will remain the basic source of

■ Nothing symbolises the shift towards more service-oriented economies than the growing interest in privately-funded pension schemes and insurance. Rising incomes and the new middle class are pushing demand; ageing populations and the looming financial crisis of pay-as-you-go pension schemes are raising the urgency for reform. A recent study by Swiss Reinsurance Company predicted that non-life insurance business could grow by 5-8 per cent and life insurance by 7-12 per cent over the next five

investment funds to the corporate sector, leaving Poland's fast-growing stock market in a secondary role.

Mr Hauser's plans envisage that initially a fifth of the present 45 per cent of gross wages employers pay into ZUS, a state managed pension body, should be paid into privately managed pension funds.

This would cover the future pensions of workers under 30 and those between 30 and 50 who opt into the new scheme which also opens the way for additional voluntary pension schemes.

ZUS will continue to pay the existing beneficiaries of the traditional scheme.

Mr Rutkowski estimates

that the reform could generate 4.5bn zlotys (\$1.5bn) in new savings in its first year, a big increase on the 800m zlotys of current household savings which are equivalent to 22 per cent of GDP. Domestic savings are mainly deposited with the banking system on tax-free interest earning accounts.

If reform proceeds the government will have to accelerate the privatisation of state owned assets to provide revenues to cover the budget deficit created as payments are channelled into the new schemes. Less

years in central Europe against the background of a relatively stable supervisory environment and 4-6 per cent average growth. Hungary, the forerunner in pension reform, estimates the shift to funded pensions will see the investments of pension funds rise to 3 per cent of GDP by the end of the decade and up to 40 per cent by 2020. It is from growth like this that finance ministers throughout the region are looking to combine macro-economic stability with largely domestically funded growth.

the pension system has attracted a list of new entrants, such as Kleinwort Benson which is working with the Polish Development Bank on setting up three new funds and ADIG of Germany which is planning a family of funds with the Export Development Bank PKO BP, Poland's biggest savings bank, also plans to run funds with Credit Suisse First Boston while Bank Śląski is working with ING, its strategic investor, and the Wielkopolski Bank Kredytowy with Allied Irish Banks.

The prospect of pension reform has provoked intense debate. Ms Malecka of Pioneer believes funds, not insurance companies, should lead the way in managing the scheme. "Mutual funds should do what they know best, which is managing savings," she says.

Mr Jaroslaw Myjak, the deputy head of Commercial Union's life insurance operation in Poland and a committed lobbyist for the pension reform, disagrees. In spite of the tensions between the two groups the draft proposals do not include any formal restrictions on the organisations entitled to apply for licences to manage pension funds.

Prospects for change in

THE VIEW FROM FRANKFURT • by Andrew Fisher

## Reaching further east

**Commitment varies according to the extent of economic reform in each country**

With a far-flung collection of emerging markets on their doorstep, Germany's bankers and businessmen have been quick to invest in the opportunities that eastern Europe represents.

Their commitment varies with the extent to which individual countries have gone down the road to economic reform, but their enthusiasm is clear.

This is reflected in the figures. Nearly 10 per cent of Germany's direct investment goes to central and eastern Europe. The Bundesbank says: "Germany's status in these countries is much more important than in other growth regions such as south-east Asia."

The German central bank expected the links between Germany and the fledgling market economies of eastern Europe to increase as these were drawn closer to the EU. So far, the bank notes, Germany's trade and investment contacts have mainly been with the small group of reforming countries - notably Poland, the Czech Republic and Hungary - which were most advanced in making the transition from communism to a free market.

When the other countries in the region are considered, the bank sees "substantial future growth potential which will be the mutual benefit of these countries and of the German economy."

Already, German exports to eastern Europe make up more than 8 per cent of its foreign sales - more than to the US. They rose 29 per cent between 1993 and 1995 to nearly DM60bn, of which just over half went to the Polish, Czech and Hungarian markets. Machinery, electrical products, vehicles, chemicals and textiles were the main exports. German imports from the region also approached DM60bn, were 44 per cent up on 1993 with nearly DM7.5bn representing oil and gas purchases from Russia.

German direct investment in eastern Europe totalled DM4.2bn in 1995 compared with DM2.4bn in 1993, mostly in the manufacturing sector, but services and utilities received more investment as privatisation increased.

German business and political links with Russia and the rest of eastern Europe go back to long before the iron curtain cut off normal relations. Since this was lifted, German companies have been keen to take advantage of the low costs and high skills of their eastern neighbours.

Where business has gone, banks have followed. All the big German banks are involved in eastern Europe. When Deutsche Bank opened its subsidiary in the Hungarian capital of Budapest last year Mr Hilmar Kopper, the chairman, said the business opportunities in eastern Europe "cannot be estimated highly enough".

But like other banks, it has taken a more cautious line the further eastwards it goes. In Russia, for example, it still only has representative offices in Moscow and St Petersburg. It recently

decided to upgrade Moscow into a proper branch later this year.

Until now, it has been waiting to see how effectively Russia's banking system develops and how efforts to modernise its battered economy proceed. Deutsche Bank has played a leading role in the renegotiation of Russia's debt, an essential condition for the country's recent return to global capital markets.

Dresdner Bank, Germany's second biggest bank, has helped Russia's industrial financing programme by arranging a \$2.5bn syndicated project loan for Gazprom, the big gas producer. This was to help finance the construction of a 4,200km pipeline from the Yamal gas field in western Siberia to

Frankfurt an der Oder, an east German town on the border with Poland.

German banks and companies are aware, however, that doing business in eastern Europe involves considerable risks as well as opportunities. While economic growth prospects this year are better than in any year since the region's transition to the free market started, Deutsche Morgan Grenfell economist, says: "Picking the winners appears to be particularly difficult in this part of the world."

This has not stopped the banks venturing even further eastwards. Beyond Russia, where Deutsche Bank's links go back to czarist times, Mr Hubert Pandza, head of Deutsche's eastern Europe/central Asia department, sees favourable longer term opportunities in Uzbekistan, a mineral-rich cotton producing country in central Asia. About 50 German companies have representative offices there.

The bank is also keen to cultivate relations with Kazakhstan, Turkmenistan and Azerbaijan.

The socialist past is still present in the form of inflated expectations regarding the state's capacity to deal with social problems. As a result, the economies are burdened with social policy tasks that are incompatible with a high growth strategy.

Thus, says the bank, east and European economies are more similar to Portugal, Spain and Greece than to east Asia, where competition, high savings levels and labour flexibility prevail. Based on the moderate growth rates achieved by Mediterranean countries after joining the EU, eastern European countries would need more than a century to reach 90 per cent of EU income levels. Hungary and the Czech Republic are at 50 per cent of average EU per capita income levels, the same as Greece.

While investors are bullish, risks remain high. Mr Harald Eggerstedt, a Deutsche Morgan Grenfell economist, says: "Picking the winners appears to be particularly difficult in this part of the world."

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EQUITY MARKETS • by Michael Morgan

## Investors dive in

**The mood is positive as the markets start to move 'in the right direction'**

After a long stand-off by international fund managers, 1996 was the year when for many investors, the Moscow market came of age.

Strategists had been eyeing the market for years, pointing to Russia's vast untapped potential. But the market's weak regulatory framework and poor protection of shareholders' rights proved persuasive in keeping investors at bay.

But in the second half of last year, the re-election of President Boris Yeltsin and the promise that his economic reforms would not be reversed provided the catalyst for a bull run as foreign investors overcame their doubts.

The sharp advance of 156 per cent for last year, in dollar terms according to the IFC's global index, has continued into 1997 with the market up by just over 66 per cent by the end of March.

The increasing demand by foreign funds for Russian equities is highlighted by data from Fund Research, the leading UK fund analyst. At the beginning of February, a poll of six investment funds with a total of \$1.1bn under management, targeted at eastern Europe, showed average allocations of 20 per cent in Russia, beaten only by Poland with 27 per cent and Hungary with 23 per cent. That compares with an allocation of 6 per cent in Russia just a year earlier.

Yet problems remain. A study last month warned that Russia's 100 largest companies had serious problems of corporate governance, in spite of their more widely dispersed ownership since privatisation.

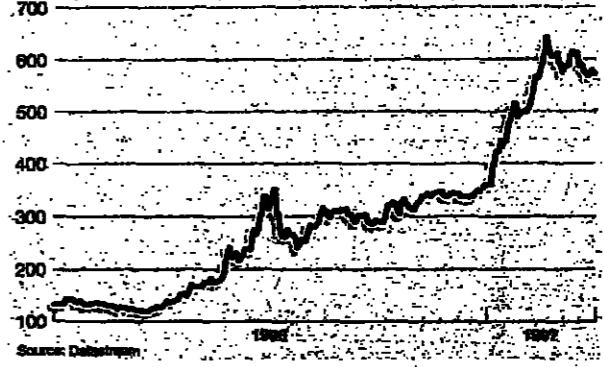
The joint research project by Professor Joseph Blasi of Rutgers University and Professor Andrei Shleifer of Harvard University said that many companies had openly flouted shareholder rights by issuing free shares to insiders and blocking the appointment of outside directors. They criticised local brokers for talking up the market, ignoring these concerns.

Based on a sample of 24 of Russia's biggest 100 companies, the study said that 17 per cent illegally maintained their own shareholder register, while 44 per cent had bought back and resold their own shares to insiders rather than retiring them.

Problems also remain with the market's infrastructure, particularly with clearing and settlement.

However, Brunswick Brokerage, a Moscow based

## Moscow Times Index



securities house, says great progress has been made over the past 12 months in opening the market to foreign investors. The market has gone along with the regional upward trend, taking it close to the all-time high set in early 1994.

Problems may lie ahead, however. Foreign and Colonial Emerging Markets points out that greater volatility can be expected in coming months in view of increasing political uncertainty ahead of the parliamentary elections scheduled for the autumn. However, a number of large new issues are expected in the second half of the year which could raise the profile of Polish equities for foreign investors.

Budapest has its admirers, among them HSBC James Capel. It says that with the corporate sector benefiting from a collapse in the domestic economy, it sees the equity market returning to vogue. After an impressive performance in 1996 and in the opening months of this year, the market has seen some profit taking.

However, says Capel, "this is a pause for breath, rather than the start of a new trend."

The Czech market, a weak performer late last year has responded positively to moves to regulate stock trading more aggressively and to impose more transparency on reported trading. However, Prague is still less transparent than its neighbours and suffers from a dearth of financial information on listed companies.

Among the smaller markets, Slovakia moved up to new 12 month highs along with the regional rally in neighbouring markets. But the country faces trade and budget deficits and while overall earnings should improve in 1997 from their weak levels last year, the lack of market transparency and the negative political tone is likely to offset the market's cheap valuation.

The IFC's Mr Grigoriadis sees eastern Europe as a key investment area over the next three to five years. "Even the small markets are going in the right direction," he says.



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AUSTRIAN AIRLINES

## INVESTING IN CENTRAL AND EASTERN EUROPE: ENERGY AND INFRASTRUCTURE 7



## Shifting priorities prove expensive

Centrally planned economies were big on power and natural resource-consuming heavy industry and bulk transport. Road transport, energy saving, environmental protection and above all telecommunications were a low priority. The transition to a market economy implies both a re-ordering of priorities and massive, long term investment. The new priorities are repairing ecological damage and reducing wasteful power and resource use. But shifting priorities to satisfy the lower cost but higher technology production methods and higher communications requirements of market-orientated economies requires huge investments which remain mainly on the drawing board. The EBRD calculates that foreign strategic investors have put \$6bn to date into major

infrastructure privatisation, mainly in telecoms but also power and water utilities in Hungary. The World Bank calculates that 10 times this amount will be required over the next five years to fund the big projects on the horizon. But most of the finance will have to be domestically generated - providing a powerful impetus to the development of domestic institutional investment vehicles throughout the region. "The emergence of life insurance, and to a lesser extent private pension funds represents an important potential source of local currency finance for infrastructure projects, which has yet to be tapped in a substantial way," the EBRD notes in its 1996 Transition Report. This section looks at developments in some of the main infrastructure areas.



OIL AND GAS • by Robert Corzine

## 'Wall of money' yet to emerge

While the pace of investment may grow, deterrents remain, especially in Russia's case

The pace of investment in the oil and gas industries of eastern and central Europe is expected to grow in coming years, although the "wall of western money" some pundits had predicted, especially for Russia, may not materialise.

Legal, regulatory, fiscal and transport problems are most often cited as the deterrents to large-scale foreign oil investment in the region and generally influence energy investment decisions in the former Soviet Union, although their impact varies according to company and country.

Investment in Russia, the largest oil and gas producer in the region, remains low relative to its potential. This is reflected in 1996 production figures which show that the trend in recent years towards lower output continued last year, albeit at a more modest rate.

Russian oil output was about 6m barrels a day.

about 2 per cent down from 1995's output.

Although the small decline suggests production has finally stabilised, the challenge of maintaining even the current level over the next decade is substantial. A recent World Bank study said the Russian industry will need investment of \$13bn a year to stave off further sharp cuts in output.

Many big western oil companies are planning multi-billion dollar projects that could help to reverse the decline but most say they are awaiting final approval of long-awaited legislation governing production sharing contracts.

Uncertain access to already full export pipelines is also a factor that could delay some projects even if the legal hurdles are overcome. Many schemes have been put forward to remove the bottlenecks in both the northern and southern oil export systems, but a number would imply reduced role for Transneft, the monopoly state-owned pipeline operator. That, however, could prove politically tricky.

While Russian oil compa-

nies are keen to use the funds on offer from foreign partners to expand along the lines of their western counterparts, a recent report from MC-BBL Securities noted that their biggest priority has been to secure their positions within the politically fluid domestic sector.

But investment in the Russian oil and gas sector has not come to a complete standstill. Some Russian companies have successfully tapped foreign funds through bond or share issues. Gazprom, Russia's largest company and the world's biggest gas producer, raised \$425m through an equity placing last October.

Gazprom, which, as the largest gas supplier to western Europe, has a large stream of US dollar earnings, has also had little trouble tapping international banks for debt finance for new export pipelines. Lukoil, the largest oil company, has gained access to large amounts of foreign capital, mainly through its alliance with Arco, the US oil company.

Investment for specific projects has come through

smaller western companies, which have done a number of mainly oil development deals in recent years. Some of these companies have recently come to the London market to fund their projects.

Others, however, have had trouble securing the necessary levels of commercial finance, and say they need funds from the EBRD and other multilateral institutions to carry out their development plans.

There is also growing investment activity in the former Soviet republics around the Caspian Sea. The belatedly Azerbaijan International Operating Company, which is developing three offshore fields, is due to begin production later this year.

The successful export of AIOC's early oil production out of the Caspian is expected to encourage a number of other consortia with similar deals to intensify their efforts.

The idea of a web of export pipelines in the Caspian region appears to be gaining favour, a development that could spur further investment over the longer term, according to industry

executives. Foreign oil and gas investment in central Europe has been aimed more at downstream activities - such as the distribution of natural gas and refined oil products - in the expectation that energy usage will grow strongly to match western European levels.

Average per capita energy consumption in Central Europe is about 60 per cent of that in western Europe, with the difference usually attributed to the limited amount of car ownership in the region. But a recent report by the London merchant bank ING Barings suggested an "enormous pent-up demand for private cars".

Aside from the construction of the new Leuna refinery in the former East Germany by Elf Aquitaine of France and some upstream exploration, most western interest has been limited to the marketing of petroleum products.

The scale of the intended investment is considerable; British Petroleum alone has plans to invest as much as \$600m in a new central European retail network centred on Poland.

NUCLEAR ENERGY • by Simon Holberton

## Power to the people

Reconstructing the fuel industry will take more than new nuclear reactors

If Mr Jacques de Larosière, president of the European Bank for Reconstruction and Development, could have one wish come true it would be that Ukraine - and the problem of what to do about Chernobyl - does not dominate the annual meeting of his bank.

His wish may be granted. But the difficulties in which the bank has found itself underline the proposition that a commercial lending institution is ill-suited as an instrument of western political intent.

After December 1995 Kiev thought it had a deal with the Group of Seven leading industrialised nations that would enable it to close Chernobyl - site of the world's worst civilian nuclear accident - and to complete the construction of his bank's annual meeting of his bank.

The G7 commitment to the completion of these reactors was contingent, however, on the EBRD doing due diligence. The bank had to satisfy itself that finishing the reactors represented a "least cost" solution to Ukraine's energy problems.

In February the EBRD received a report from its independent advisers warning the bank that the reactors could not be completed on a least cost basis. The report said that western assistance would be better directed at the refurbishment of Ukraine's fossil fuel generating equipment, and in promoting energy efficiency and conservation.

Nevertheless, progress is being made on involving the private sector. Sema Group won a contract to provide a toll system on 60km of motorway between Györ and the Austrian border while Brown & Root, a US engineering and project management company, was last October appointed to advise on the Romanian government's first motorway concession programme.

Other recent projects to involve the private alongside the state sector include Hungary's tolled M5 motorway; the state sector includes

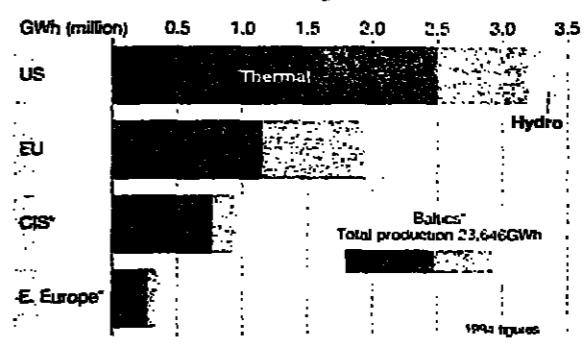
tolls to ensure an acceptable economic return.

The EBRD acknowledges the difficulty of financing transport projects in countries which are still developing sophisticated commercial and legal systems and lack established capital markets.

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### Production of electricity



model in many respects, has upset foreign investors with the inability of the Hungarian government to raise retail tariffs by the amount promised when electricity assets were sold, at the end of 1995. Electricité de France and AES, a US independent power producer, have both expressed their frustration to Budapest.

• Competition. Scope for competition in the power industry is limited. The electricity systems of most countries are plagued by overcapacity and the age of equipment. Thermal efficiency is low by western standards at below 30 per cent for most coal and lignite-fired power stations.

Problems of efficiency in generation are exacerbated by the poor standard of the transmission and distribution systems. Distribution losses are often about 10 per cent of net generation and sometimes as high as 15 per cent to 20 per cent, EBRD estimates.

• Need for capital. Mr P J Kaiff, chairman of ABN Amro Bank, warned earlier this year that the infrastructure for power generation in the east was inadequate for the needs of market economies. Bringing it up to standard will require a vast sum.

Poland alone has estimated that it needs to invest \$45bn over 15 years to replace half of its 33,000MW generating capacity. "Decision makers have to remember always that central and eastern Europe is competing with Asia and Latin America, which have so far received most of the investment flow," Mr Kaiff says.

"Substantial strategic investor interest toward central and east European investment projects has yet to materialise. It is still deterred by the perceived high risk of the business environment; and by the chaotic legal, regulatory and procedural impediments encountered all too frequently."

TRANSPORT • by Charles Batchelor

## Have new trade, will travel

Planners look to privatisations as traditional traffic patterns change routes and roles

Transport networks in central and eastern Europe are undergoing rapid change as the role of railway contracts and demand for car and air transport increases. At the same time traditional traffic flows, between central Europe and Russia, are making way for connections with western Europe.

Estimates range as high as £100bn for the sums needed to upgrade run-down road and rail links and to develop the networks needed to match the new trade patterns. Much of this is expected to come from institutions such as the European Bank for Reconstruction and Development, the European Investment Bank and individual European governments though an increasing role is seen for the private sector.

Transport projects have

been the second largest sector of EBRD activity (after the finance and business sector) accounting for 13 financings and 14 per cent (£103.55m) of the Ecu2.85bn approved in 1995.

The transport changes under way in the region have led to a significant decline in land transport movements, the EBRD concluded in a recent review.

Structural changes in the region's industry are expected to lead to a further fall in demand for shipments of bulk products such as ores, iron and steel and a shift towards higher value light manufactured products. This will put a premium on more frequent, more dependable transport services offering high levels of security.

The railways in western Europe have still to rise to this challenge and their counterparts in eastern and central Europe seem certain to face a tough battle with roads for much of this market.

But the impact is likely to be greater because the con-

traction which has taken place over several decades in western Europe will be compressed into a far shorter time in the east.

Meanwhile road, rail and aviation networks will have to be upgraded to meet rising passenger expectations and increased levels of car ownership.

In parallel with these changes in traffic patterns has come a shake-up in the way transport is owned and managed. Centrally organised transport bodies are being privatised or split into smaller administrative units.

The EBRD points to privatisation as the best means of fostering competition and improving services. But it is concerned that governments should continue to oversee planning issues, safety and environmental protection.

In addition to an estimated \$100bn needed for infrastructure improvements, the EBRD calculates that tens of millions will be needed for maintenance and far larger sums for the replacement and expansion

of vehicle fleets and other equipment.

To ensure the most effective development and use of these transport facilities their use must be properly exploited, the EBRD warns. Modern cost accounting methods must be applied to transport projects while user fares to meet congestion and pollution costs must be carefully structured.

Just how difficult it can be to get this right is illustrated by the case of the Ecu1bn (£720m) M3-M30 motorway project east of Budapest. Plans to place a toll system on 60km of motorway between Györ and the Austrian border while Brown & Root, a US engineering and project management company, was last October appointed to advise on the Romanian government's first motorway concession programme.

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# FINANCIAL TIMES

## COMPANIES & MARKETS

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Week 15

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**IN BRIEF****Brussels states terms for BT deal**

The European Commission is demanding only two substantial concessions from British Telecommunications, the UK telecoms company, and MCI, the US long-distance carrier, in return for approving the \$20bn merger between the two companies. Page 21

**Volkswagen sales underline recovery**  
Volkswagen, Europe's biggest carmaker, consolidated its recovery with a sharp increase in first-quarter sales. The upbeat figures pushed VW shares through DM1,000 (\$680) for the first time. Page 20

**RMC predicts fall in German building**  
German construction output in 1997 is forecast to fall for the second successive year, according to RMC, Europe's biggest concrete producer. Page 21

**Taiwan Semi plans \$14.5bn investment**  
Taiwan Semiconductor aims to bolster its position as the world's leading pure foundry chip maker by investing T\$400bn (US\$14.5bn) over the next decade in advanced technology chip plants. Page 18

**JP Morgan dips but beats estimates**  
JP Morgan reported a slight drop in net income in the first quarter of 1997 compared with the same quarter of 1996, but still managed to beat analysts' estimates. Page 19

**Chrysler announces record sales**  
Chrysler reaffirmed its position as the smallest, but most profitable, of the "Big Three" US car companies by announcing record sales and profits for the first quarter. Pre-tax profits rose by 2 per cent from \$1.57bn to \$1.70bn. Page 19

**Aon advances on lossmaking broker**  
Aon, the large and acquisitive international insurance broker, is in advanced talks to buy Minet, the lossmaking UK broker owned by US property and casualty insurer St Paul Companies. Page 19

**Companies in this issue**

ABB	5	MCi	18, 21
AP Moller	20	Mannesmann	20
Alexander & Alex.	19	Mapfre	20
Aon	19	Marsh & McLennan	19
BT	18, 21	Microcom	19
Bamerindus	19	Minet	19
Bankers Trust	18	NTT Data	18
Biocompatibles	21	Nippon Credit Bank	18
British Petroleum	21	Orient Overseas	18
Cap Gemini	8	Prudential	21
Chrysler	19	Quaker Oats	19
Compaq Computer	19	REW-RWE Aqua	20
DnB	20	RMC	21
EDS	8	Ranbaxy Laboratories	18
EdP	20	Rauma	20
Endesa	20	Royal & Sun Alliance	21
Equit. Real Estate	18	Royal Dutch/Shell	21
Flat	16, 2	SGS	8
Fokus	20	San Miguel	18
General Electric	19	Santander	18
Globo Wellcome	1	Siemens	8
HSBC	19	St Paul Companies	19
Hitachi	18	Taiwan Semiconductor	18
IBM	8	Titan Cement	20
Iberdrola	20	Toshiba	18
JP Morgan	19	UPM-Kymmene	20
Lend Lease	18	Union Fenosa	20
Lloyds TSB	19	VW	20
Lyonnaise des Eaux	20	Visa International	18

**Market Statistics**

	http://www.FT.com		
Annual reports service	28, 29	FTSE Actuaries share indices	30
Benchmark Govt bonds	22	Foreign exchange	23
Bond futures and options	22	Gold prices	22
Bond prices and yields	22	London share service	20, 21
Commodities prices	24	Managed funds service	25-27
Dividends announced, UK	21	Money markets	22
EMI currency rates	23	New Int'l bond issues	22
Europen prices	22	Rates	23, 25
Fredit interest indices	22	Recent issues, UK	30
FT/S&P-A World Indices	24	Short-term int'l rates	21
FT Gold Mines Index	20	US interest rates	22
FT/GMA Int'l bond sec	21	World Stock Markets	21

**Chief price changes yesterday**

FRANKFURT (DM)		PARIS (FF)	
Shares		Shares	
Mitsubishi Verte	745 + 25	Latécoère	1452 + 52
Varta	276 + 4	Syntel	672 + 46
Witwatersrand	988.0 + 54.5	Philips	380.0 + 10.5
Yatai	507 - 13	Perthshire Int'l	98.75 - 7.25
Mitsui Pd	1105 - 4.0	SGS-Thomson	388.2 - 17.9
Philips Pd	233 - 10	Volkswagen	333 - 12
NEW YORK (US\$)		TOKYO (Yen)	
Shares		Shares	
Deutsche & Mercer	1266 + 114	Alcatel	190 + 22
SII	524 - 514	Bechtel	433 - 48
Zenith Elec	124 + 1	Chic Tel & Big	433 - 48
Fujitsu	220 - 45	Midy Int'l Corp	235 - 38
Crossan Inc A	8 - 314	Tokyo Car	305 - 43
Hanover Ind	154 - 214	Toshiba	305 - 30
Prinark Int'l	10 - 5	Tokyo Gas & Eng	510 - 61
London (Pounds)		Yokohama Kogyo (YKK)	
Shares		Shares	
Baileys	152 + 28	Arthur Andersen	215 + 0.21
Heinz Whiting	754 + 13	Champagne Telecom	1.03 + 0.07
RJR Mining	440 + 45	Compaq	3.00 + 0.00
Telstra	270 + 45	Int'l Tel Corp	2.50 + 0.25
Unilever Int'l	206 + 9	McD	0.74 + 0.05
Shares		Shares	
Sentry Financial	150 - 15	Silver Spring	2.97 - 5.33
TORONTO (C\$)		SUMITOMO (Shares)	
Shares		Shares	
Bank of Montreal	1.04 + 0.04	Anglo	2.15 + 0.21
Bank of Nova Scotia	2.29 + 0.03	Grange Eng	22 + 2
Desjardins	1.78 + 0.34	Hyp. Générat	23 + 2.5
Montreal Trust	2.25 - 0.02	Power	22.25 - 4.75
Power Corp	2.00 - 0.02	Northwest	22.25 - 4.75
TD Corp	1.82 - 0.02	Reserve	20.25 - 2.25
Telus Corp	1.82 - 0.02	Shaw	11.4 - 1.2
Transat Int'l	2.25 - 0.05	West Credit	14.25 - 2.25

## Sears to repay card customers

US retailer admits over-zealous pursuit of bankrupts who defaulted

By Richard Tomkins

in New York

the figure at \$125m before tax. "We don't have an excuse. It was a flawed legal judgment," the company said.

The repayments will go to thousands of customers across the US. Sears Roebuck said it was in the early stages of assessing the cost but warned that it would have a material effect on this year's earnings.

The company's shares fell \$3 to \$47.6, or 5 per cent, in early trading.

Sears has a very substantial in-store credit card operation with about 60m customers. It has a reputation for vigorously pursuing unpaid credit card

debts, sending debt collectors to bankruptcy hearings all over the US in an effort to protect its interests.

Unlike most credit card issuers, Sears has a secured interest in products bought with its card so if customers default on their debt, Sears has the right to reclaim the goods that were purchased.

Under the US bankruptcy

code, people who go bankrupt can reach voluntary agreements with creditors to reschedule their debts. Sears is threatening to

reclaim their purchases. However, these so-called debt reaffirmations have to be filed in court, and Sears said yesterday that it had "not been consistent" in doing so. "We didn't deserve to have these payments made to us if a re-affirmation agreement wasn't filed, and we now have to determine the extent to which we will refund payments, including finance charges and interest," the company said.

Mr Arthur Martinez, chairman and chief executive, has engineered a big resurgence in Sears Roebuck's profitability, revamping its stores and turn-

ing the company into a star of the US retailing sector. Last year, net profits jumped by 24 per cent to \$1.3bn.

Mr Ed Weller, an analyst at Robertson Stephens, a San Francisco investment bank, said Sears Roebuck appeared to have calculated that it was worthwhile trying to keep the custom of former bankrupts because they were often better credit risks than other people, having learned their lesson.

"Sears' real agenda is to do what it can to keep these guys as customers. You can't screw your customers and expect them to come back," he said.

## Foster's unveils plan to brew beer in India

By Nikk Tait in Sydney

Foster's Brewing, the Australian drinks group, plans to become the first major international beer brand to be brewed locally in India.

The company is to build a 35m-litre brewery in the Indian state of Maharashtra. At present the company imports "very small" quantities of its brands into the country, but these are subject to substantial tariffs.

"Sears' real agenda is to do

what it can to keep these guys as customers. You can't screw your customers and expect them to come back," he said.

"All the signs are extremely promising," said Mr Ted Kunkel, Foster's chief executive.

"The market is one in which good margins can be achieved on beer. We believe that Foster's India will be making profits for its shareholders within four years of our commencement date.

The new brewery, at Aurangabad, will be built in partnership with Indian investors. Foster's will have a 51 per cent stake in the joint venture, with the Kotahli Industrial Corporation holding 24 per cent. The remaining 25 per cent will be divided among other local investors, but the Australian company said details had not been finalised.

The first stage in the construction of the brewery - which will deliver an initial 10m-litre capacity - is due to be completed later this year. The plant will probably reach full capacity by 1998. Foster's initial investment will be A\$18m (\$14.1m).

To date, the group's main focus in Asia has been in China, where it has acquired holdings in three breweries and invested about A\$150m. Some concerns have been raised over the slower-than-expected returns from the Chinese investment.

In the half-year to the end of December, Foster's China made a pre-interest loss of A\$10.2m, although the company said sales volumes were up by more than 37 per cent, and progress had been made in reorganising sales and distribution arrangements.

## Belgian investment group to sell minority stake worth \$1.1bn

## Adidas reports 43% rise in sales

By Andrew Fisher in Frankfurt

Adidas, the German sportswear group, yesterday reported a better than expected rise in first-quarter sales and disclosed that an investment company would sell its remaining minority shareholding worth about DM2bn (\$1.1bn).

Belgian-based Sogedim plans to sell its 26 per cent stake to Adidas directors and outside investors at a price to be announced. Adidas shares rose 3.5 per cent to DM182.50 yesterday as the overall market was slightly. This put a value of DM2.16bn on Sogedim's 11.84m shares.

Analysts were impressed by the 43 per cent jump in first-quarter turnover to DM1.7bn, which Adidas attributed to further growth in Europe, a rise in footwear sales and sustained momentum in the clothing market.

The company said first-quarter profits were likely to be at least DM235m, up 37 per cent on last year.

Mr Jürgen Heinz, an analyst at WestLB Research, said the results were "considerably better" than expected. He had forecast sales for the first three months of DM1.6bn and profits of DM223m.

Half the shares to be sold by Sogedim will be acquired by Mr Robert Louis-Dreyfus, chairman of Adidas, and Mr Christian Tourres, a fellow director. Both men will then convert their indirect holdings in Adidas, held via Sogedim to direct shareholders.

These plans, which officials hope will be completed before the end of June, include a Y291m (\$2.3bn) increase in NCB's share capital. This is urgently required to ensure that the bank, which has been plagued by bad loan problems, meets Japan's domestic capital adequacy requirements.

For Bankers Trust, the new relationship with NCB is likely to be seen as a specific business opportunity, rather than a strategic relationship which will affect the broader development of the US bank.

The agreement had been

## COMPANIES AND FINANCE: ASIA-PACIFIC

## Lend Lease buys Equitable unit

By Nikki Tait in Sydney

Lend Lease, the Australian financial services group, announced yesterday that it was paying US\$400m to acquire Equitable Real Estate Investment Management, the property subsidiary of the Equitable insurance group in the US.

ERE has been described as the largest manager of property equity and mortgage investments in the US. Property assets under management are put at about US\$25bn, and the portfolio covers more than 26m sq ft of office, retail and

commercial properties.

Its customers include private and public pension funds, and it also manages the Equitable's US\$10bn general account portfolio. Earnings before tax were US\$55m in 1996, although Lend Lease conceded that they had been uneven over the past five years.

The Equitable said the disposal was part of a long-running strategy to maximise shareholder value. This has already involved initial flotations for Donaldson, Lufkin & Jenrette, its securities house, and Alliance Capital Management, its fund

manager. It has kept a controlling stake in both.

Lend Lease said it would fund the deal by a mixture of cash and debt, including an eight-year US\$100m note which it will issue to the seller. It indicated its own gearing would rise to about 17 per cent as a result, but it expected the deal to be positive in terms of earnings per share.

In early January, Lend Lease confirmed that it was in talks over a possible acquisition of the Equitable subsidiary, but the deal was finalised only yesterday. The deal is subject to New York State

insurance department approvals and Hart-Scott-Rodino review, but is expected to close by the end of June.

The addition of the Equitable assets will mean Lend Lease has about US\$35bn of assets under management, across five continents, making it one of the world's largest property management businesses. It plans to merge its existing Yarmouth property investment management business in the US with ERE once the acquisition is complete, and Mr George Puskar, ERE's chairman, will head the merged group.

Lend Lease declined to detail the terms or length of its agreement with Equitable over ongoing management of the general account portfolio, although Mr David Higgins said it provided "sufficient comfort".

Included in the ERE acquisition is the Compass Management and Leasing unit, which handles office and industrial property across the US, Europe, and South America, and the Compass Retail arm. However, Lend Lease will not be buying ERE's 50 per cent interest in the Column Financial mortgage securitisation company.

## Disposal of ships bolsters Orient

By John Ridding in Hong Kong

## ASIA-PACIFIC NEWS DIGEST

## Final bids in for Australian airports

All six remaining bidders for the three main Australian airports due to be privatised submitted final offers yesterday, although the results of the auction may not be known for several weeks.

The auction is for the Melbourne, Brisbane and Perth airports. It represents the first tranche of the planned privatisation of all 21 airports run by the Federal Airports Corporation. There has been strong interest in the properties, which are being sold on a long-lease basis, and it is estimated that the sale of the first three could raise about A\$2.5bn (US\$1.95bn).

The remaining bidders are Australia Pacific Airports Corporation, a consortium comprising BAA, of the UK, the AMP and Axiom Funds Management; Australia's Brambles and Airport Services, made up of Australia's Brambles and Lend Lease groups and Ireland's Aer Rianta; and a group headed by Macquarie Bank and including Manchester Airport and the Serco group. Each consortium has expressed an interest in all three properties.

A fourth group, Airport Group Australia, which takes in Lockheed Martin, of the US, and Soros Capital, is interested in Perth, while Queensland Airport Corporation, which involves Bankers Trust, Hastings Fund Management and some local Queensland investors, is seeking to acquire Brisbane. A partnership between Commonwealth Bank and Schiphol, of the Netherlands, is interested in both Perth and Brisbane.

Advisers are likely to review the final bids over the next two weeks.

Nicki Tait, Sydney

## Ranbaxy profit growth slows

Ranbaxy Laboratories, the leading Indian pharmaceutical manufacturer, has reported a slowdown in profit growth for 1996-97.

The company, which sells its products in 45 countries and has manufacturing operations in seven, lifted net profit 11 per cent in the year to March from Rs1.35bn to Rs1.49bn (\$41.5m). This compared with a 26 per cent increase in the previous year.

However, sales exceeded Rs10bn for the first time, rising 22 per cent to Rs10.65bn. Tony Tassel, Bombay

## San Miguel dismisses fears

San Miguel, the Philippine food and beverage giant, yesterday denied that its recent sale of a majority stake in its Coca-Cola bottling subsidiary to Australia-based Coca-Cola Amatil (CCA) would hit 1997 earnings following negative market sentiment towards the deal.

San Miguel's B shares have fallen as much as 16 per cent since the restructuring was announced last Thursday, before recovering to close yesterday at 80 pesos.

The company said the deal would enable the group to participate more fully in the global growth of Coca-Cola. Justin Marozzi, Manila

## Hitachi and Toshiba link up

Hitachi and Toshiba, two of Japan's largest integrated electronics companies, have agreed to link up in next-generation high-speed networking products.

The deal represents a rare collaboration between the two companies, which have competing products in most segments of their businesses, from semiconductors to heavy electrical machinery and telecoms equipment. Although they have reached broader industry agreements, this is their first product alliance.

Under the deal, which covers high-speed networking products for the Internet and intranets, Hitachi will provide Toshiba with switches for corporate use, while Toshiba will supply Hitachi with cell switch routers and technology and CSR controllers.

The two companies hope to expand their alliance to joint product development. Michio Nakamoto, Tokyo

## Groups form Internet alliance

NTT Data, MCI and BT have agreed to co-operate in Internet services. The three companies are linking up initially to provide a global Internet dial-roaming service which would allow users to access the Internet easily outside their home country.

NTT Data said the new service would be priced at about a monthly fee of Y300 (\$2.37) and an access fee of Y900 an hour - significantly less than the international phone call charge that travelling users generally have to pay.

Michio Nakamoto



Nippon Credit Bank

NCB headquarters (top) yesterday. Despite joy among Japanese financiers, the bank still has hurdles to jump

the deal will prompt similar takeovers. Most analysts suspect Japanese banks are still too overvalued, and their bad debt levels too uncertain, to tempt many outside purchasers.

However, as one western banker in Tokyo said: "There are going to be a lot of people watching and wondering now - I would not think that anything can be ruled out."

## Taiwan Semi to invest in new plants

By Laura Tyson in Taipei

Taiwan Semiconductor (TSMC) aims to bolster its position at the world's leading pure foundry chip maker by investing T\$400bn (US\$14.5bn) over the next decade in advanced technology chip plants.

The company plans to build six wafer fabrication plants in a new science park in southern Taiwan, demonstrating confidence in the future of the semiconductor sector despite a downturn over the last

year. Philips, the Dutch electronics concern, and the Taiwan government hold stakes of 34 per cent and 21 per cent, respectively, in TSMC, which was founded in 1987.

The announcement is also an important boost for the Taiwan Science-Based Industrial Park, which broke ground last year and is modelled on a highly successful high-tech park founded in the early 1980s in northern Hsinchu.

"The plan shows Taiwan Semiconductor's commitment to Taiwan and its commitment to stick with its

long-term strategy regardless of industry cycles," one analyst said. The company said it would build a new plant every 18 months to stay abreast of technological advances and rising demand.

The

planned facilities include a T\$80bn plant to make 12-inch semiconductors and a T\$40bn factory to make eight-inch wafers.

As a dedicated foundry service, TSMC does not design integrated circuits but manufactures on contract to blueprints supplied by design houses and chip makers.

Mr Donald Brooks, TSMC president, said the group was "moving energetically" to bring its long-term investment plans in line with the government's policy of developing southern Taiwan.

The cluster of wafer manufacturing sites and research and development facilities is expected to employ 5,000 people, more than doubling the company's current workforce of 4,300.

TSMC said it expected the global microchip market to grow to US\$300bn by 2000.

## Plastic cards gain Chinese acceptance

In Asia, consumers tend to use cash - more than 92 per cent of sales transactions are conducted in cash and in China the proportion is even higher. Such cultures promise "unbelievable growth" to Mr Edmund Jensen, president and chief executive of Visa International, which has expanded exponentially in the region as Asian consumers convert in droves to credit and debit cards.

In an interview, he frequently repeats a favourite statistic: Visa transaction volumes have grown about 25 per cent a year for the past three years, while consumption levels have only grown approximately 5 per cent.

"Our growth has been placing cash, not extending credit," he says, explaining how Visa card transaction volume in Asia-Pacific grew to \$171.8bn in the year to December 1996.

In China, Visa's volume grew to \$39.3bn in 1996 and the number of Visa cards in issue rose to 11.9m, up 45 per cent on the previous year. Of those, the vast majority are

debit cards, with credit cards numbering only a few thousand.

Visa describes current sales as "a drop in the bucket" and this week the company is pushing further into the Chinese market with publicity-oriented initiatives.

Today, more than 100

Shanghai outlets will be authorised as Visa outlets, expanding the web of Chinese hotels, restaurants and shops now accepting plastic from the growing number of international tourists.

Yesterday, Visa launched its first affinity card with a cultural institution - the Shanghai Museum Dragon Affinity Card, a debit card issued as a partnership between the China Construction Bank and the Shanghai Museum, Shanghai's beacon of cultural regeneration.

At the beginning of this week, Visa announced the

government is very wary of starting out with an expansion of consumer credit. In China, they are not looking to grow that part of the economy and also there is no credit checking, so the credit growth is very slow.

Mr Jensen forecasts progress in the credit card busi-

ness: "Debit cards are growing very rapidly here and after the banks get that card base, they move into open lines of credit for consumers."

Visa's competitors - Mastercard and American Express - are equally excited by prospect.

Visa, which has been in China for eight years, is trying to expand its presence by helping the People's Bank of China, the central bank, with its "Golden Card Project". China's vision of a modern, electronic cashless payment system.

By 2003, the People's Bank forecasts that more than 200m payment cards will have been issued in China. Given that Visa has issued 550m cards after 25 years in the business, Mr Jensen suggests China's targets are "ambitious", but "three years ago, we were talking about a few million cards; now there are 40m, so 200m is attainable by 2003".

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## COMPANIES AND FINANCE: THE AMERICAS

## Aon in talks to purchase Minet

By Christopher Adams,  
Insurance Correspondent

Aon, the acquisitive international insurance broker, is in advanced talks on the purchase of Minet, the loss-making UK broker owned by St Paul Companies, the US property and casualty insurer.

A deal would end St Paul's months-long search for a buyer. Aon's main rival, US-based Marsh & McLennan, tabled an offer earlier this year and completed due diligence only a few weeks ago.

Aon might be prepared to pay between \$50m and \$100m for Minet, which made a \$12m loss on income of \$370m in 1995.

The UK broker would join two other large global brokers in Aon's rapidly expanding stable. Under Mr Patrick Ryan, chief executive, Chicago-based Aon has pursued a strategy of building critical mass very quickly in a mature area of financial services where margins are slim and consolidation is accelerating.

Earlier this year, it bought US rival Alexander & Alexander for \$123m. It acquired Bain Hogg from Incaphe for \$222m last October. The speed with which it was able to make an offer for Minet was in part a result of its purchase of Alexander & Alexander, which had itself been in talks with St Paul about buying Minet and had detailed

information about the broker. Marsh & McLennan is thought to be concerned over the cost of managing Minet's liabilities. The UK broker's chief strength is the professional indemnity insurance it brokers for the so-called "Big Six" accountancy firms and US solicitors. This can be costly to service over an extended period.

Marsh & McLennan announced only last month the \$1.8bn acquisition of Johnson & Higgins, another large global broker based in the US. Its involvement with Minet had followed buy-out proposals from Minet's own management.

St Paul announced last October its intention to sell Minet, estimating

this would result in a pre-tax loss of \$250m.

However, the charge was offset by an estimated tax benefit of \$26m from the sale, since Minet's federal income tax carrying value is higher than book value.

It had appointed Goldman Sachs to look at the company after restructuring failed to turn it round. Analysis said over-expansion in the highly competitive US retail market had contributed to the losses.

St Paul bought the 74 per cent of Minet it did not already own for \$515m in 1988, when Minet employed 4,000 people and had about 100 offices. In 1993 St Paul wrote off \$365m of goodwill attached to Minet.

## Record start to year for Chrysler

By Haig Simonian, Motor Industry Correspondent

Chrysler yesterday reaffirmed its position as the smallest, but most profitable, of the "Big Three" US car companies by announcing record sales and profits for the first quarter.

Pre-tax profits rose 2 per cent from \$1.67bn to \$1.70bn as sales climbed 8 per cent to \$16.1bn. Earnings per common share jumped from \$1.32 to \$1.41.

However, analysts warned that prospects for the full year remained clouded. The recent rise in US interest rates, and expectations of further increases this year, have hit carmakers' shares on the basis that rates may depress sales.

Foreign banks are likely to play a large part in this process. In choosing to accept HSBC's offer for the ailing Bamerindus, the Brazilian central bank has sent out a strong signal about its willingness to let foreign groups play an important role in the banking system - a position that would have been unthinkable even a few years ago. It hopes the presence of foreigners in retail banking will increase credit to small businesses.

Following similar takeovers of Banco Nacion and Banco Económico, the sale of Bamerindus solves the last of the significant problems facing the large private banks in Brazil.

The main issue still to be resolved is the future of Banespa and Bamer, the state-owned banks of São Paulo and Rio de Janeiro. HSBC will be hoping for speedy privatisation of both, as this would likely be accompanied by branch closures, leaving more room for expansion in urban areas.

Like the other foreign banks, HSBC has placed a large bet on Brazil's ability to maintain low inflation and steady economic growth. The group will also be hoping for better luck on the race track. Rubens Barrichello pulled out after 15 laps.

## AMERICAS NEWS DIGEST

## General Electric meets expectations

General Electric, the largest US company, yesterday unveiled net profits of \$1.57bn for the first quarter, an increase of 11 per cent. Earnings per share were ahead 12 per cent to \$1.02, reflecting the company's aggressive \$13bn share repurchase programme which started in December 1994.

Increased globalisation and strong sales by the company's equipment division, helped drive revenues up 18 per cent to \$30.2bn for the quarter, compared with the equivalent quarter of 1996, while the operating margin increased to 14.3 per cent.

The results were accompanied by continued bullish predictions from the company's chief executive, Mr John Welch, who said the company was well positioned to deliver "another year of record performance". However, the earnings figures were exactly in line with consensus analysts' estimates, and the company's share price fell 1/4 in early trading to \$107.1.

Only two of the company's 12 divisions - materials and medical systems - failed to increase earnings against the equivalent quarter of 1996. The strongest growth came from GE Capital Services, the group's acquisitive financial services subsidiary - which bought the Coregis property and casualty insurance business from Xerox during the quarter - as well as from power systems, which was strengthened by exports to emerging economies and from its aircraft engines subsidiary.

NBC, the US television network, also increased earnings and maintained its ratings lead over the other US networks. However, its earnings growth was relatively slow. GE attributed this to the loss of this year's Super Bowl, the climax of the US gridiron football season and the nation's most watched televised event, to the rival Fox network.

John Auters, New York

## Compaq agrees Microcom buy

Compaq Computer, the world's largest personal computer manufacturer, is to buy Microcom, a Massachusetts-based maker of remote access technology products, for about \$280m, or \$16.25 a share, in cash.

Compaq said it would combine Microcom's modem and access technologies with its experience in NT platforms to develop remote access price/performance advancements.

"Development of the strategically important and rapidly growing remote access market is a top priority in Compaq's move to expand its communication products business," said Mr Alan Lutz, senior vice-president of Compaq's communication products group. Compaq estimates demand for remote access servers will grow from \$30m in 1996 to \$8.3bn in 2000.

In a separate move earlier this week, Compaq said it was moving to "build to order" manufacturing in an attempt to cut stock costs further. Compaq's stock of parts and finished goods was valued at \$1.6bn at the end of 1996, down from \$2.5bn a year earlier. Mr Eckhard Pfeiffer, president and chief executive, said the new strategy was essential to the company's success.

Compaq is implementing the plan in the US and Australia beginning in May, followed by the rest of the world during 1997. In the US, Compaq aims to have 80-90 per cent of PC sales "built to order" by the end of the year.

Analysts, who have sometimes been critical of Compaq's high levels of inventories, praised the move.

Geoff Whewright, Houston

## Quaker Oats sees growth

Quaker Oats, the US foods group, expects first-quarter earnings per share to be above analysts' estimates of 18 cents, driven by volume growth from Quaker's name-brand and bagged ready-to-eat cereals, double-digit volume growth in US Gatorade products, and volume growth in hot cereals. Quaker said earnings per share would be at least equal to last year's 22 cents, which excluded a one-off gain on the sale of the company's Italian foods business. The 1997 first quarter outlook excludes a one-time loss of about \$8.40 a share from the anticipated sale of Snapple this year.

Reuter, Chicago

## TCI abandons spin-off plans

Tele-Communications Inc, the largest US cable company, has scrapped plans to spin off three subsidiaries, citing a ruling by the Internal Revenue Service that the spin-offs would not be tax-free to shareholders.

The IRS had requested that the estate of Mr Bob Magness, the TCI chief executive who died in November 1996, agree not to dispose of its stock after the spin-off.

However, the estate was unable to make such an undertaking because of its fiduciary duties to the beneficiaries, and accordingly, the IRS determined not to provide the three tax-free rulings the company had requested.

AP-DJ, Colorado

## Foreign banks vie for pole position

Geoff Dyer follows the race for market share in Brazilian financial services

With fortuous timing, HSBC enjoyed a high profile at the Brazilian grand prix. As one of the sponsors of the Jackie Stewart motor racing team, the international banking group's logo was prominently displayed on the car of local boy Rubens Barrichello, one of the race's star attractions.

On the same day, the group took out full-page advertisements in Brazil's national newspapers, assuring customers that it would be business as usual at Banco Bamerindus, one of the country's five largest banks, which HSBC bought for US\$1bn at the end of March.

HSBC's investment is the largest and latest evidence of the increasing interest from international banks in Brazil, following similar announcements in recent weeks from the UK's Lloyds and Banco Santander, of Spain.

Economic reforms that brought inflation under control have set off a consumer boom, leading to strong demand for financial services products. Hundreds of thousands of Brazilians have found themselves able to open a bank account for the first time. "Hyper-inflation prevented long-term financial savings," says Mr David Thomas, president of Lloyds Bank in Brazil.

At the same time many Brazilian banks, which in the era of high inflation used

to make more than 40 per cent of their profits from the time lag in between receiving and paying funds, have been severely weakened by the new economic stability. This has left rich pickings for well-capitalised foreign banks.

"The investment reflects the fact that the stabilisation plan has matured. People now have confidence that we are seeing sound economic management," Mr Thomas says.

However, HSBC's announcement - and the news that Banco Santander is to take a majority stake and invest up to \$22m in Banco Geral de Comércio - represent the first forays by foreign groups into retail banking in Brazil.

"Until recently, foreign banks had taken the view that the mainstream retail market was too crowded. As well as the large number of private banks, nearly half of

the banking system is still in the hands of federal or state-controlled banks, which have captive client bases and less than accountable management. A few foreign institutions - such as Citibank and Bank of Boston, of the US - have small branch networks. However, these are aimed at the top end of the market; most foreign banks have chosen instead to focus on niche sectors in consumer banking, such as credit cards or financing car sales.

But both HSBC and Santander believe they have a trump card in more sophisticated and cheaper technology. Mr Jaime de Pinies, a managing director with Santander International, says: "We have the ability to transfer our technology system from our existing network, which will be very efficient." Santander has

Bankers believe that competition from HSBC will give new impetus to the consol-

ation of the Brazilian banking industry, with the large number of small banks continuing to be mopped up by their larger rivals.

Foreign banks are likely to play a large part in this process. In choosing to accept HSBC's offer for the ailing Bamerindus, the Brazilian central bank has sent out a strong signal about its willingness to let foreign groups play an important role in the banking system - a position that would have been unthinkable even a few years ago. It hopes the presence of foreigners in retail banking will increase credit to small businesses.

Following similar takeovers of Banco Nacion and Banco Económico, the sale of Bamerindus solves the last of the significant problems facing the large private banks in Brazil.

The main issue still to be resolved is the future of Banespa and Bamer, the state-owned banks of São Paulo and Rio de Janeiro. HSBC will be hoping for speedy privatisation of both, as this would likely be accompanied by branch closures, leaving more room for expansion in urban areas.

Like the other foreign banks, HSBC has placed a large bet on Brazil's ability to maintain low inflation and steady economic growth. The group will also be hoping for better luck on the race track. Rubens Barrichello pulled out after 15 laps.

## JP Morgan lower but beats forecasts

By Tracy Corrigan  
in New York

J.P. Morgan reported a slight year-on-year drop in net income in the first quarter of 1997, but still managed to beat analysts' estimates.

However, the results highlighted the difficult earnings comparisons that banks and securities firms involved in the capital markets will face this year.

The second quarter of 1996 was particularly strong, with heavy issuance of securities

and favourable trading conditions. The recent market weakness - since the end of most firms' first quarters - has already damped underlying activity.

"We expect very good results in the capital markets this quarter, but you have to think that the next couple of quarters are not going to be anywhere near as easy," said Mr James Hanbury, bank analyst at Schroder Wertheim.

J.P. Morgan's net income of \$42m in the first quarter

was down from \$43m in the same quarter of 1996 as a result of higher operating expenses, though it was \$5m higher than in the previous quarter.

The investment bank had reported "exceptional" fixed income results in the first quarter of 1996.

Earnings per share of \$2.04 per share, comfortably ahead of analysts' estimates of \$1.92, were in line with those of the previous quarter.

However, operating expenses were 10 per cent

higher than the same period a year ago at \$1.19bn, reflecting "investments in areas targeted for growth, including investment banking, equities, investment management, and private client services", the bank said.

At the end of the quarter there were only 50 more staff than a year ago, at 15,483.

Heavy investment in the development of its investment banking business has paid off. J.P. Morgan's return on equity, which is running at 15.7 per cent, compared with

more than 30 per cent for most investment banks.

Return on equity was "on the low side", said Mr Hanbury, at Schroder Wertheim, "but there is nothing wrong with the margins", adding that the recent stock buy-back was a sign that management was willing to do more for shareholders.

The return on equity is also depressed by J.P. Morgan's use of capital to secure a credit rating higher than most of its investment banking competitors.

This announcement appears as a matter of record only.

IS READY FOR THE NEXT  
MILLENNIUMThe undersigned advised  
the balance-sheet reconstruction and refinancingFORD MOTOR CREDIT COMPANY  
U.S.\$ 300,000,000  
FLOATING RATE NOTES due April 10, 2001

In accordance with the provisions of the above mentioned Notes, notice is hereby given as follows:

Interest Period: April 10th, 1997 to July 10th, 1997 (91 days)

Interest payment date: July 10th, 1997

Interest rate: 5.96641% per annum

Coupon amount: US \$ 190.82 per note of US \$ 10,000  
US \$ 1,908.18 per note of US \$ 100,000

Agent Bank  
BANQUE INTERNATIONALE  
A LUXEMBOURG

NOTICE OF ANNUAL GENERAL MEETING

The Annual General Meeting will be held at 11.00 a.m. on April 30, 1997 at the Company's registered office, Via Postumia, 85 (Treviso), Italy

Treviso Company Register n.15576

Treviso R.E.A. n.154603

Tax Code n.1413940261

AGENDA

- 1) Reports of the Board of Directors and Board of Statutory Auditors; financial statements as of and for the year-ended December 31, 1996; associated resolutions;
- 2) Fixing of the collective remuneration of the Board of Directors;
- 3) Proposed purchase and disposal of treasury shares;
- 4) Proposed engagement of audit company to audit the financial statements for the semester ending June 30, 1997, in compliance with CONSOB Communication No. 9701574 of February 20, 1997.

Stockholders wishing to attend are required by law to deposit their share certificates at the Company's registered office or at the following banks/offices:

Banca Commerciale Italiana, Banca di Roma, Banco Ambrosiano Veneto, Istituto Bancario S.Paolo di Torino, Banca Antonieta Popolare Veneta, Cassamarca, Banca Popolare FriuliAdria, Banca Nazionale del Lavoro, Banca Monte dei Paschi, Morgan Guaranty Trust Company, Girozentrale und Bank der Österreichischen Sparkasse A.G., Delta Eire S.p.A. or with Monte Tioli S.p.A. in respect of the securities they administer.

Ponte di Piave, March 26, 1997

STEFANEL S.p.A.  
Capital Stock: Lire 107,250,300 fully-paid  
Head Office: Ponte di Piave-Via Postumia, 85  
(Treviso), Italy  
Treviso Company Register n.15576  
Treviso R.E.A. n.154603  
Tax Code n.1413940261

For the Board of Directors  
Giuseppe Stefanelli  
Chairman

MMC INVITES EVIDENCE  
ON THE PROPOSED  
ACQUISITION BY LONDON  
CLUBS INTERNATIONAL  
PLC OF CAPITAL  
CORPORATION PLC

The Secretary of State for Trade and Industry

has asked the Monopolies and Mergers Commission to inquire into the proposed acquisition of Capital Corporation PLC by London Clubs International PLC.

The Commission will be looking at the possible effects on competition in relation to the London

casinos market.

Anyone wishing to submit evidence or to obtain a copy of the terms of reference should write to:</

## COMPANIES AND FINANCE: EUROPE

## Rise in VW sales spurs shares surge

By Graham Bowley  
in Wolfsburg

Volkswagen, Europe's biggest carmaker, consolidated its recovery yesterday with a sharp increase in first-quarter sales.

The upbeat figures pushed VW shares through DM1,000 for the first time after the company, dogged by allegations of industrial espionage and bribery, announced unit sales up by 9.5 per cent against the same quarter last year.

VW's shares later fell back, but ended up DM54.50 at DM595.

Although the company gave no profit figures for the first quarter, Mr Ferdinand Piëch, chairman, said: "Already it is better than last year."

The upbeat first quarter, in spite of weak growth in VW's main European markets, followed a strong 1996,

when net profits more than doubled to DM670m (\$389m) from DM356m on the back of a 13.6 per cent increase in sales to DM100.1bn.

VW yesterday surprised analysts with figures showing 1996 earnings per share up strongly from DM2.2 to DM5.5, against analysts' expectations of about DM3.0.

The group attributed the stronger than expected earnings to an adjustment to its pension provisions to reflect the lower interest rate environment and to bring its practices more into line with international accounting standards. While the higher provisions detracted from the 1996 net profit figure, they are included when earnings per share are calculated.

At the company's annual press conference yesterday, Mr Piëch urged caution for the remainder of the year.

"The biggest risk is that we are not able to build enough cars. The market itself looks good," he said.

Mr Bruno Aebi, chief financial officer, said more favourable exchange rates – particularly the stronger US dollar, pound and lira – had

VW will face substantial launch costs for its next-generation Golf – Europe's most popular car – due in September, and for the recently released Audi A6 saloon.

"This year will be one of the most difficult for the company," he said.

VW said conditions in the world car market were unfavourable, with little growth expected in Europe or the US. But Mr Piëch said VW was determined to continue cutting costs and improving productivity. He was confident VW would raise market share in spite of the generally weak conditions.

"The biggest risk is that we are not able to build enough cars. The market itself looks good," he said.

At the company's annual press conference yesterday, Mr Piëch urged caution for the remainder of the year.

## VOLKSWAGEN AG Jahrespressekonferenz 1997



Ferdinand Piëch: confident VW would raise market share in spite of weak conditions

boosted pre-tax profits by DM500m. VW confirmed it would raise the dividend from DM6 to DM9 on its ordinary shares and from DM7 to DM10 on its preference shares.

In the first quarter of this year, sales in western Europe grew only 2.8 per cent compared with a year earlier.

By contrast, North American sales, which had recov-

### EUROPEAN NEWS DIGEST

## Telecoms boost Mannesmann

A breakdown of 1996 profits by Mannesmann yesterday confirmed the German industrial conglomerate's dependence on the fast-growing telecommunications sector. Overall operating profits rose 11 per cent to DM1.01bn (\$637m), but the figure from telecoms more than doubled from DM664m to DM947m.

Mannesmann is among the groups hoping to build a business to rival Deutsche Telekom, Europe's largest telecoms group. Mannesmann's traditional tubes and trading division reported a loss of DM22m in 1996, after a DM28m profit the previous year. Engineering saw a profit of only DM18m, after DM278m in 1995. The automotive sector improved from DM15m in 1995 to DM18m. Mannesmann presents its detailed results later this month.

Ralph Atkins, Bonn

### Shake-up restrains Mapfre

Mapfre, the leading Spanish insurance group, reported a 6 per cent increase in consolidated pre-tax profit last year to Pta35.89m (\$247m), on total revenues 12 per cent up at Pta603.55m. Strong earnings in the group's main domestic businesses were offset by a Pta325m loss in its foreign operations, mainly stemming from restructuring in Colombia and what it said was a temporary setback in Chile.

Mapfre Mutualidad, the member-owned motor insurer which is the group's parent company, increased earnings 30 per cent to Pta17.63m, although premium income was only 1 per cent higher at Pta16.07bn. Attributable net profits at the listed holding company, Corporación Mapfre, which is controlled by Mapfre Mutualidad, were revised downwards to Pta9.42m. This was an increase of less than 2 per cent over 1995. Earnings before tax were 1 per cent down at Pta17.72m. Mapfre Vida, its life assurance and pensions subsidiary, which is also listed, increased net profits 21 per cent to Pta6.05m.

David White, Madrid

### Deal set for Budapest Water

A Franco-German consortium of Lyonnaise des Eaux and REW-RWE Aquit will today sign the contract for a 25 per cent plus one vote stake in Budapest Water Works. The consortium outbid the pairing of Générale des Eaux and Berliner Wasser Betriebe in an open tender and will pay \$31.6m for the stake. The deal also gives it management rights for 25 years. A total of 73 per cent of the company will remain in municipal hands. Lyonnaise des Eaux, which is expected today to announce details of its merger with French holding company Suez, already runs two other water companies in Hungary under concession contracts.

Kester Eddy, Budapest

### Rauma divestment accelerates

Finnish pulp and paper group UPM-Kymmene has accelerated the unwinding of its 73 per cent stake in Rauma, the forest industry machinery and engineering group. It said yesterday it planned to reduce its interest to below 50 per cent "as soon as possible". The move follows its announcement last month that it would pay the bulk of its 1995 FM1.2bn (\$833m) dividend in the form of Rauma stock, as part of a strategy to exit its stake to below 50 per cent. Rauma said yesterday the FM4.50 per-share payout would comprise FM1.50 cash and FM3 stock.

"UPM-Kymmene and Rauma now agree that the shareholders of the both companies will be best served by reducing the UPM-Kymmene holding in Rauma as soon as possible, subject to market conditions," UPM-Kymmene said. For the longer term, UPM-Kymmene plans to retain a large minority shareholding in Rauma. Mark Mulligan

## DnB increases offer for mortgage lender

By Greg McIvor in Stockholm

Den norske Bank, Norway's biggest, yesterday raised the stakes in a takeover battle with Fokus, a smaller rival, by increasing its offer for BNbank, a leading mortgage lender.

DnB said it had raised its offer from Nkr198 a share to Nkr207, valuing BNbank at Nkr1.92bn (\$275m). Fokus, which is seeking to merge with BNbank, has offered

the equivalent of Nkr211.10 a share in paper and cash.

"We think this is a good offer. Cash is a better way of paying shareholders than shares," DnB said. It added it had recently acquired share options in BNbank equal to 18.6 per cent of the capital, on top of an 8.7 per cent equity holding. This would be enough to block Fokus, whose merger bid depends on 90 per cent acceptance among shareholders.

Fokus has already raised its bid once and said it would study DnB's revised offer before responding. Industry observers predicted it was unlikely to succeed in a head-to-head contest with DnB.

Mr Per Røivo, banking analyst at Fearnley Fonds, an Oslo stockbroker, said: "Today DnB has shown its muscles. It has more than 27 per cent of the shares and it is definitely a done deal," he said.

However, he suggested DnB was

offering too much for BNbank, which has total assets of Nkr23.4bn and made pre-tax profits of only Nkr176m last year.

DnB stressed the acquisition would strengthen its presence in Trondheim, Norway's third city, where BNbank is based, as well as bolstering its position in the market for long-term mortgages to businesses.

DnB is committed to maintaining its status as Norway's largest

financial services group, a position threatened by a merger proposed this month between Storebrand, the biggest Norwegian insurer, and Christiania, the second-largest bank.

Shares in BNbank, which have surged 26 per cent in the past month, slipped Nkr1.50 to Nkr1.209 in Oslo yesterday. DnB shares closed unchanged at Nkr27.80 and Fokus stock eased Nkr0.50 to Nkr67.

**De Beers Consolidated Mines Limited**  
(Incorporated in the Republic of South Africa)  
Registration No. 11/00007/05

### NOTICE TO HOLDERS OF LINKED DEFERRED SHARE WARRANTS TO BEARER – PAYMENT OF COUPON NO. 107

1. Coupon No: 107  
2. Date of payment: On or after 28 May 1997  
3. Amount: 180 cents per share (South African currency)  
4. UK Income tax (where applicable): 20% or 30% cents per share  
5. UK currency equivalents (on 1 April 1997): UK Tax: £4.98670p per share  
Net: 19.94681p per share

6. Payable at:  
Swiss Bank Corporation Credit Suisse Union Bank of Switzerland  
Aeschenstrasse 1 Paradeplatz 8 Bahnhofstrasse 45  
CH-4002 Basel CH-8021 Zurich CH-8021 Zurich

Banque Brussels Lambert Génaire de Banque Montagne du Parc 3  
avenue Mamez 24 B-1000 Brussels B-1000 Brussels

Bank Internationale à Luxembourg SA Immeuble L'Indépendance 69 route d'Eich L-2263 Luxembourg-Ville

Notes:  
1. Coupon paid by any of the continental paying agents under 6 above will be payable in South African currency to an authorized dealer in exchange in the Republic of South Africa normally by the continental paying agent. Instructions for the direct delivery of the payment to agents can be given only to such authorized dealers by the paying agent concerned.

2. Coupons paid by The Royal Bank of Scotland plc in London will, unless payment in South African currency is requested, be in the sterling equivalent shown in 5 above in respect of coupons lodged up to 21 May 1997 and thereafter at the rate of exchange on the day the proceeds are remitted.

For and on behalf of  
ANGLO AMERICAN CORPORATION OF SOUTH AFRICA LIMITED  
London Secretaries  
G A Wilkinson

London Office:  
19 Charterhouse Street  
London EC1N 8QP  
10 April 1997

**DeBeers**  
De Beers Consolidated Mines Limited

**Centenary Depository AG**  
(Incorporated under the laws of Switzerland)  
(the Depository)

### NOTICE TO HOLDERS OF BEARER CENTENARY DEPOSITORY RECEIPTS – DIVIDEND DISTRIBUTION NO. 14 AGAINST PRESENTATION OF COUPON NO. 14

Select to approval at the Annual General Meeting of De Beers Centenary AG due to be held on 13 May 1997 dividend distribution No. 14 will be effected as follows:

1. Coupon No: 14  
2. Date of payment: On or after 28 May 1997  
3. Amount: 38.17188 US cents per depository receipt  
4. Currency equivalents (on 1 April 1997):

US Cents UK currency per share  
Amount per depository receipt  
- attributable to Centenary Holdings  
- preferential dividend 12.000000 7.300116  
- final dividend 22.000000 15.286283  
- 34.000000 20.705465  
- attributable to De Beers Centenary AG 4.71788 5.250727  
Total dividend distribution: Gross 38.17188 23.94781

- less: Swiss withholding tax at 35% of above (see 6 below)  
UK tax at 20% of above  
- add: UK credit for Swiss withholding tax at treaty rate of 15% of above\*

Net to UK Centenary depository receipt holder 18.08655

5. Payable at:  
Swiss Bank Corporation Credit Suisse Union Bank of Switzerland  
Aeschenstrasse 1 Paradeplatz 8 Bahnhofstrasse 45  
CH-4002 Basel CH-8021 Zurich CH-8021 Zurich

Banque Brussels Lambert Génaire de Banque Montagne du Parc 3  
avenue Mamez 24 B-1000 Brussels B-1000 Brussels

Bank Internationale à Luxembourg SA Immeuble L'Indépendance 69 route d'Eich L-2263 Luxembourg-Ville

6. The portion of the Centenary Depository dividend distribution which emanates from De Beers Centenary AG is subject to Swiss withholding tax at the rate of 35 per cent. Depository receipt holders resident in a country which has a tax treaty with Switzerland may be entitled to a refund of a portion of the Swiss withholding tax deducted and should contact their local Revenue Authority to ascertain the procedure required. Holders of Centenary Depository receipts in the United Kingdom for tax purposes may apply for a refund of 20 per cent, after deducting the rate from 35 per cent to 15 per cent and may obtain a Swiss Tax Form No. 88 for this purpose from The Royal Bank of Scotland plc, Registrars Department, PO Box 82, Caxton House, Radcliffe Way, Bracknell RG9 7NH (tel: 0117 830 6801).

For and on behalf of  
ANGLO AMERICAN CORPORATION OF SOUTH AFRICA LIMITED  
London Agents  
G A Wilkinson

Office of London Agent:  
19 Charterhouse Street London EC1N 8QP  
10 April 1997

NOTES OF BEARER CERTIFICATES REPRESENTING LIMITED UNITS OF DE BEERS CENTENARY ARE REMINDED THAT THEY CAN RECONVERT SUCH BEARER CERTIFICATES INTO REGISTERED UNITS AT ANY TIME. RECONVERSION FORMS ARE AVAILABLE FROM THE ABOVE-MENTIONED PAYING AGENTS.

## Bombril to buy control of Italian foods group

By Jonathan Wheatley  
in São Paulo

Mr Sergio Cagnotti, the Italian entrepreneur, yesterday announced plans to transfer control of Cirio, the Italian dairy and vegetable foods group to Bombril, a Brazilian manufacturer of household cleaning products.

The move is designed to give Cirio exposure on the New York Stock Exchange without passing through a listing process in its own right.

Bombril's board yesterday approved plans to issue \$300m in new stock to cover part of the purchase of up to 80 per cent of Cirio from DnB. Cagnotti & Partners said it would underwrite \$120m of the issue, doubling the value of its existing investment in Bombril. The capital raised would also be used for "domestic and international investments" in Bombril and Cirio's business areas.

Mr Cagnotti's group owns 100 per cent of Bombril's voting stock; preferential shares are traded in Brazil and level I American Depository Receipts in New York. Under the deal, Bombril will become a multinational

processing company, Cica, to Gessy Lever.

Brazilian analysts questioned the merits of the deal. "We will have to wait and see what is the effect for Bombril's minority shareholders," one said. "But it seems strange to diversify into the Italian food business so soon after deciding to concentrate on core activities in Brazil."

Bombril had turnover in 1996 of about \$400m. Cagnotti & Partners said the new company would have annual turnover of \$1.5bn and would aim for sales of \$2bn within three years. The company said it planned to distribute Bombril and Cirio branded goods on domestic and international markets.

Mr Cagnotti, who owns Lazio, the Italian first division football club, is in Brazil at the moment attempting to negotiate the purchase of Brazilian star Ronaldinho for a world record fee. A successful deal for Ronaldinho, who plays for Spanish club Barcelona, will enhance Lazio's prospects for a proposed listing on the London Stock Exchange.

Mr Cagnotti has used his football interest to promote his food products in Italy and Brazil. Bombril previously sold a tomato

holding company and change its name to Bombril-Cirio.

SBC Warburg and ABN Amro Hoare Govett acted as consultants on the deal. Details of the Bombril share offer, including issue price, have yet to be confirmed.

The move follows the sale last year of Bombril's loss-making powdered soap business to Procter & Gamble, which the company said would allow it to concentrate on its core areas of wire wool, scouring powder and fabric conditioner. Bombril previously sold a tomato

processing company, Cica, to Gessy Lever.

Spain's three biggest electricity producers will seek holdings in Electricidade de Portugal when the power utility is privatised in June.

This is expected to lead to cross-holdings in the Iberian electricity sector aimed mainly at expanding business through acquisitions in Latin America.

Spain's Endesa, Iberdrola and Unión Fenosa have made clear their intention to buy holdings. EDP is subsequently expected to acquire a stake in one of the Spanish companies.

EDP and state-controlled Endesa were part of an international consortium that last year bought a controlling stake in Cerd, the electricity company for the Brazilian state of Rio de Janeiro.

The global offering of EDP, scheduled for June 16, will limit investors to a maximum of 5 per cent of the group's total capital, which is valued at about Es1.500bn (\$8.7bn).

After the sale, shareholders will be able to build their stakes but will need government permission to go above 10 per cent. However, new statutes approved by EDP on Wednesday will limit voting rights to 5 per cent, regardless of how much capital an investor acquires.

The Socialist government has approved the sale of up to 49 per cent of EDP, of which about 30 per cent is expected to be sold in June

## COMPANIES AND FINANCE: UK

European Commission only seeking two substantial concessions on \$20bn deal

## EU to approve BT-MCI merger

By Alan Cane in London and Emma Tucker in Brussels

The European Commission is demanding only two substantial concessions from British Telecommunications, the UK telecom company, and MCI, the US long distance carrier, in return for approval of a \$20bn merger between the two companies. European Union sources indicated yesterday that the conditions were not posing any serious problems and that the planned merger was

now expected to be given the go-ahead next month, well ahead of the June 11 deadline for the Commission's anti-trust probe. The deal, which also has to be cleared by US competition authorities, will create the world's second biggest telecommunications group with annual turnover of some \$42bn. US competition officials are not expected to give their verdict until the autumn, but it is unlikely that they will raise substantial objections.

It is understood that one of the Commission's biggest concerns is BT's dominant position in the UK audio and video conferencing market, a situation it will be required to modify. The second condition is that BT will have to guarantee access for competitors to its transatlantic submarine cables. This reflects Brussels' concern that BT and MCI will have a monopoly on the route between the UK and the US.

Earlier this week an advisory committee of competition officials from the EU's 15 member states raised no objections to the project, ahead of the Commission's formal approval. Competitors of the merging companies mounted an intensive lobbying campaign in Brussels, urging officials to consider whether further liberalisation of the UK telecoms market should be demanded as a precondition for the merger. The main complaint from

AT&T, the US's largest telecoms operator, is that customers of foreign operators in the UK have to dial a prefix code to get access to their networks, a cumbersome procedure which they argue is anti-competitive.

The merger is taking place against a background of rapid change in the telecommunications sector. AT&T and 43 other service providers were granted licenses by the UK authorities last year to operate as international carriers.

## Shell to face protest at AGM

By Robert Corzine

Royal Dutch/Shell has asked shareholders to reject a resolution at next month's annual meeting, demanding that the Anglo-Dutch oil group adopt tougher environmental and human rights policies and reporting practices.

The resolution - thought to be the first of its kind in the UK - threatens to be an embarrassment to the group, following as it does a lengthy period of negative publicity about Shell's human rights and environmental policies.

Mr John Jennings, chairman of Shell Transport and Trading, the London arm of the company, yesterday said the resolution was "unnecessary" and "not an appropriate way" to challenge the company on such issues, which are the responsibility of the board. The resolution is supported by 18 pension funds, five religious institutions, an academic fund and individuals from a pressure group called the Ecumenical Committee on Corporate Responsibility. It is also backed by First, the corporate governance pressure group, whose members hold 12 per cent of the company's shares.

Mr Jennings said Shell's opposition to the resolution did not imply it was pulling back from commitments to improve its environmental and human rights record, which has been battered by the Brent Spar fiasco, in which the company tried to dump an obsolete oil platform in the Atlantic, and concerns over the company's operations in Nigeria.

Mr Jennings said Shell had had no warning that the resolution was being prepared. But First last night said it had been "totally frank" with the company over the course of seven meetings that a resolution would be lodged if it remained unconvinced of Shell's sincerity to adopt more detailed and public reports on sensitive issues.

Shell said its "directors share the objectives set out in the resolution". But Mr Jennings claimed the main demands of the dissident group had already been met.

## RMC hit by German downturn

By Andrew Taylor, Construction Correspondent

German construction output in 1997 is forecast to fall for the second successive year according to RMC, Europe's biggest concrete producer. RMC has axed 1,400 German jobs, 12 per cent of its labour force in that country, during the past 18 months. Mr Peter Young, chief executive, predicted that German construction output would fall by 1½ per cent this year following last year's 2.7 per cent decline.

However, UK construction markets are beginning to revive, led by an improving housing market. RMC forecast that domestic aggregate sales would rise by 3½ per cent this year.

The company yesterday reported a 9.1 per cent fall in pre-tax profits, before exceptional, to £29.3m in 1996. Pre-tax profits, after a reduction in exceptional disposal

profits from £12.2m to £900,000, fell by 12 per cent to £286.2m (£479.8m). Turnover was static at £1.5bn.

Germany was Europe's fastest growing construction market for much of the 1990s but has gone into retreat as the country has strived to meet the bill for reunification and satisfy the Maastricht criteria for European monetary union. German operating profits fell last year from £187.5m to £128.6m after £17m of redundancy and restructuring costs.

Mr Young said German profits, in the absence of further restructuring costs, would rise in D-Marks this year. UK operating profits would also be better after slipping last year from £76.8m to £72.8m.

Profits from countries outside of Europe, mainly the US, increased from £45m to £66m.

The shares fell 4½p to 996½p.



Peter Young: predicted a further fall in German output

## RESULTS

	Turnover (£m)	Pre-tax profit (£m)	EPS (p)	Current payment (p)	Date of payment	Dividends corresponding dividend	Total for year	Total last year
GIA	773.8	(605.4)	4.924	(6.68)	3.23 (7.85)	1.77 May 29	1.62	2.35 2.16
French Connection	83	(70.7)	6.234	(3.43)	17.6 (2.25)	2.25 Aug 15	2	5.7 5.7
Friendly Metals	43.2	(42)	4.479	(6.264)	10.7 (40.7)	3.5 May 16	6.5	11.5 10
Rathbone Brothers	35.8	(28)	9.81	(7.38)	24.871 (21.31)	7.5 June 2	17.6	25.5 25.3
RMC	773.8	(549)	256.2	(337.19)	68.97 (80.3)	18.7 June 30	3.8	7.3 6.5
ScandiaGold	10.4	(3.2)	0.210	(1.611)	18.1 (60.51)	4.3 -	-	-
Tracker Network	6.5	(6.5)	0.337	(0.461)	1.21 (1.91)	- -	-	-
Wytel	9.28	(8.31)	-	-	-	-	-	-
Investment Trusts	MAR (p)	Attributable Earnings (£m)	EPS (p)	Current payment (p)	Date of payment	Dividends corresponding dividend	Total for year	Total last year
Amfield & Ross	11	(-)	(-)	(-)	0.792 May 27	-	-	-
IT Technology A	11	(April 30)	(-)	(-)	0.2 April 28	-	-	-

Earnings shown basic. Dividends shown net. Figures in brackets are for corresponding period. \*After exceptional charge. \*\*After exceptional credit. †On increased capital. \*Comparatives restated. ♦Nil stock. ♦Second interim, makes 1.3p to date.

Mr Jennings said Shell's opposition to the resolution did not imply it was pulling back from commitments to improve its environmental and human rights record, which has been battered by the Brent Spar fiasco, in which the company tried to dump an obsolete oil platform in the Atlantic, and concerns over the company's operations in Nigeria.

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## PAN-HOLDING

Société Anonyme - Luxembourg  
7 Place du Théâtre, Boîte Postale 408, L-2014 Luxembourg.  
Telephone: (352) 46 24 01/46 24 02 Telefax: (352) 46 25 27

## NOTICE OF ANNUAL GENERAL MEETING OF SHAREHOLDERS

The shareholders of PAN-HOLDING S.A. are invited to attend the ANNUAL GENERAL MEETING

which will be held at the registered office of the Company, 7, Place du Théâtre, Luxembourg, at 3.00 o'clock p.m., on April 29, 1997, with the following agenda:

- To accept the Directors' report and to approve the financial statements and accounts for the year ended December 31, 1996.
- To approve the appropriation of the results, to declare a dividend and to fix its date of payment.
- To grant discharge to the Directors for the proper performance of their duties.
- To re-elect Directors.
- To fix the Directors' emoluments for the year 1996.
- To re-elect the Auditor.
- To transact any other business.

The bearer share certificates may be deposited with a bank or financial institution acceptable to the Company. The corresponding deposit certificates should be forwarded to the company, P.O. Box 408, L-2014 Luxembourg, so as to reach them prior to April 24, 1997.

The owners of registered shares need not deposit their share certificates. However, if they intend to participate in the meeting, they should inform the Company in writing prior to the same date as mentioned above.

Shareholders who cannot attend the meeting in person are invited to send the duly completed and signed proxy form to Pan-Holding S.A., P.O. Box 408, L-2014 Luxembourg, so as to reach them prior to April 24, 1997.

THE BOARD OF DIRECTORS

## Biocomp's lenses win US clearance

By Daniel Green

AT&T, the US's largest telecoms operator, is that customers of foreign operators in the UK have to dial a prefix code to get access to their networks, a cumbersome procedure which they argue is anti-competitive.

The merger is taking place

## LEX COMMENT

## RMC

RMC shareholders are discovering that even a quality business can struggle to rise above difficult markets. Having profited handsomely from Germany's post-unification construction boom, the company is now having to live with Germany's delayed recession, aggravated by the deflationary rigours of trying to qualify for European economic and monetary union. Given the difficult backdrop - volumes for its products fell last year by 4.8 per cent in Germany and its two biggest markets - RMC did well to limit the decline in pre-tax profits to only 9 per cent.

While the worst is clearly past, the outlook is hardly rosy. A further 3.5 per cent fall in volumes is forecast for Germany; only a 12 per cent cut in the labour force over the past 18 months permits the group to forecast higher D-Mark profits. Aggravating the outlook is the strength of sterling. While barely affecting sales, it could easily depress profits from Germany, the largest contributor, by 10 per cent this year.

The lenses are coated with Biocomp's phosphorylcholine (PC) polymer which has been likened to Teflon non-stick coatings used for cooking pans. Each molecule of the PC coating attracts 24 water molecules to it so that it feels slippery to the touch.

Mr Alistair Taylor, Biocomp's chief executive, said that most buyers would be people with dry eyes such as the over-40s. The company is in talks with "a major contact lens distributor" and "hoped to be able to make an announcement soon".

Separately, Mr Taylor said that the company's PC-coated stents (mesh tubes implanted by a surgeon to keep open constricted blood vessels) were selling well only months after their launch in Europe. "We have sold more than 1,000 stents at between \$1,300 and \$1,500 each," said Mr Taylor.

The new contact lenses, called Prochem Compatibles, have been on sale since February in the UK, Belgium and Denmark. The company said that early sales were strong but distorted by stocking-up. Users have to replace the lens each month. This "frequent replacement" lens market is worth \$600m market worldwide.

The insurer will integrate the Prudential business, which last year earned premium income of \$52m, with its own life arm in Italy where turnover was £13m.

## Italian purchase for Royal &amp; Sun

By Christopher Adams, Insurance Correspondent

For Prudential, the deal completes the disposal of several small businesses in continental Europe, which did not have "significant" market shares, according to a company official.

The deal will give Royal & Sun access to customers through independent companies selling unit-linked investment products, an area of rapid growth in Italy's insurance market where a few large domestic insurers have traditionally ruled.

The insurer will integrate the Prudential business, which last year earned premium income of \$52m, with its own life arm in Italy where turnover was £13m.

## TELECOM ITALIA SpA

Telecom Italia SpA.  
Registered Office in Turin  
Capital Stock L. 8,204,071,437,000, fully paid-in  
Entered under No. 131/17 in the Ordinary Section of the Company Register of Turin  
Tax I.D. No. 00580600013

## NOTICE TO STOCKHOLDERS

Methods, terms and conditions for the exercise of the right to have shares liquidated as a result of the amendment of Article 4 (Corporate Object) and the introduction of a new Article 5 (Special Powers) of the Articles of Association.

You are hereby informed that the resolutions of the Extraordinary Stockholders' Meeting of TELECOM ITALIA of March 26, 1997 were entered in the Company Register on April 9, 1997.

Therefore, stockholders of TELECOM ITALIA who did not attend the Meeting, but who intend to exercise the right to have their shares liquidated must, pursuant to Article 2437 of the Civil Code, send a request to that effect to the following address:

TELECOM ITALIA S.p.A.  
Amministrazione - Bilancio  
Gestione Azionariale  
Via San Dalmazzo, 15  
10122 Turin, Italy

The request must be received at the above address on or before April 24, 1997. Solely for purposes of meeting this deadline, the request may be sent initially by fax to +39-11-5514888, but the original confirming the fax must be received by the Company on or before April 29, 1997.

The request must be accompanied by the personal data, tax I.D. number, domicile and telephone number of the stockholder exercising the above mentioned right as well as a statement of the quantity of shares to be liquidated, the serial numbers of the share certificates and the name of the Depository, in the event that the shares are held in custody.

Together with the request referred to above, the stockholders must send to the Company adequate proof that they became stockholders no later than March 21, 1997, and were therefore in a position to have deposited the shares in time to have attended the Extraordinary Stockholders' Meeting of March 26, 1997.

For this purpose, in particular:

- for shares included in the pool managed by Monte Titoli S.p.A., the stockholder must send a special certificate issued by the Depository pursuant to Law No. 289/1986, showing that the ownership of the shares commenced no later than March 21, 1997.
- for shares not included in the pool managed by Monte Titoli S.p.A., the stockholder must send the certificates representing the shares to the Company at its corporate offices at Via Belfiore 23, Turin, (in lieu of the Company's registered office at 15 Via San Dalmazzo, Turin, which is temporarily closed for renovation) or to the secondary office and Corporate Headquarters at 189, Via Flaminia, Rome, together with proof that they were transferred to the stockholder no later than March 21, 1997. This proof shall be supplied for registered ordinary or savings shares by certificates showing that they were registered in the name of, or endorsed to, the stockholder exercising the right to have his/her shares liquidated no later than March 21, 1997, and for bearer savings shares by an official trade confirmation (or equivalent document) bearing a payment date no later than March 21, 1997.

## Payment

Once the regularity of the liquidation requests received has been determined, the respective payments will be made, based on the average computed by the Stock Exchange Council, of the daily prices quoted on the automated screen trading system of the Italian Stock Exchanges during the six months prior to March 26, 1997. The liquidation prices will therefore be as follows: 3,938.25 lire for each ordinary share, 3,176.59 lire for each savings share, including the amounts withheld under the tax laws. The amount on which these withholdings is calculated is 2,938.25 lire for each ordinary share and 2,176.59 lire for each savings share.

The payments will be made starting on July 15, 1997, the effective date of the amendments to the Bylaws referred to above, in the order that the respective requests are received.

The amount of the payments, net of the tax withheld, will accrue statutory interest from March 26, 1997 (the date of the Stockholders' Meeting that passed the amendments to the Articles of Association) to the date payment is made.

Umberto Silvestri  
Chairman of the Board of Directors

For any question or to request copies of documents, please call +39-6-36001273/36001274/36001275.  
This notice is also available at the following Internet address: <http://www.telecomitalia.it>





## COMMODITIES AND AGRICULTURE

## Zaire project shrugs off political turmoil

Raising money for a mining project in Zaire is not necessarily difficult, in spite of the political upheaval in that country, says Mr Adolf Lundin. Institutional investors were falling over themselves last November to put up cash for the Tenke Fungurume copper-cobalt project in southern Zaire.

Mr Lundin, a 33-year-old Swedish mining engineer who has made a fortune from oil and mining ventures and divides his time between homes in Geneva and Vancouver, was seeking \$420m (US\$36.5m) on the Toronto Stock Exchange. He was offered four times that amount by investors in Europe and North America.

He expects no lack of appetite among the institutions when Tenke Mining Corporation goes back for more money early next year. It will look for about C\$190m from new equity and also hopes for about C\$150m of debt finance.

The institutions are willing to accept the political risk attached to Zaire because Tenke Fungurume is widely considered to be one of the largest and richest deposits of its type anywhere in the world.

A great deal is riding on Tenke's success. It could her-

ald the revitalisation of the African copper belt, once the world's biggest supplier of the metal. The future of Gécamines, Zaire's state-owned copper group, also rests heavily on the project, in which it has a 45 per cent stake.

And, as Mr Ted Webb, Tenke president, said yesterday: "It will be a barometer for future foreign investment in Zaire for the IMF and the World Bank. They are keenly watching what we are doing."

Mr Lundin went to Zaire because: "If you want to find big [mineral] deposits today you have to go to countries that are not popular."

This approach served him well in Argentina, a country without a mining history. In the early 1990s his International Musto company tied up one of the best copper prospects in Argentina and Mr Lundin personally helped the government bring its mining laws up to date.

In 1994, MIM of Australia paid \$120m for half of the Argentinian project, Alumbrera, destined shortly to become one of the biggest copper-gold producers in the world. In 1995 North of Australia and Rio Algom of Canada successfully bid \$610m for Musto, of which Mr Lundin owned 36 per cent.



Ted Webb (left) and Adolf Lundin expect no delays from attempts to oust President Mobutu

He started lobbying in Zaire in 1994, talking to Gécamines about Tenke Fungurume, located 180km north-west of Lubumbashi, capital of Shaba Province. He knew much of the exploration risk had been taken out of this project because 17.5km of drilling had already been carried out, as well as extensive tunnelling, trenching and pitting.

A consortium including Anglo American Corporation, Amoco, Mitsui and oth-

ers, spent \$268m on feasibility, development and construction in the 1970s before local politics and low copper prices drove them away.

Last year, after a long tender process, Mr Lundin was awarded 55 per cent of Tenke Fungurume on terms that included an initial payment to Gécamines of \$50m plus \$20m over the next four years. Mr Webb said Gécamines was still waiting for its \$50m because claims for compensation from a

family living on the mine site had still to be settled. The cash was earning about \$260,000 a month for Tenke.

Tenke is spending \$22m on a feasibility study to be completed in February and hopes to start production mid-way through 2000 at an annual rate of 100,000 tonnes of copper and 4,000 tonnes of cobalt. Capital expenditure for this phase is estimated to be only \$300m because so much of the previous infrastructure can be used.

Mr Lundin hopes Tenke Fungurume will be producing 400,000 tonnes of copper a year by 2010.

Mr Webb said yesterday he expected no delays from the present turmoil in Zaire. Mr Laurent Kabila's Alliance of Democratic Forces (AFDL), which is seeking to overthrow President Mobutu Sese Seko, passed through the site on Tuesday.

"We lost just three hours' work in total, welcoming the soldiers. There has been no looting or pilfering and no member of the mine staff was threatened. We just gave them some food, a little diesel and they went on their way," said Mr Webb.

When Mr Lundin and Mr Webb met Mr Kabila on Monday he said he wanted the project to continue and that "although there might be some review of our arrangements, there should not be any material changes to the project."

Mr Webb said the security budget for the project was only \$1m. "We don't go in for guns and weapons," said Mr Webb. "The best security is to get local people on your side and keep them fully informed about what you are doing."

Kenneth Gooding

## NZ lifts milk market share

By Terry Hall in Wellington

New Zealand dairy producers will have supplied nearly 30 per cent of world trade this year according to the country's Dairy Board.

The board expects to handle an extra 200,000 tonnes of milk this season, bringing total production to a record 1.2m tonnes. In previous years New Zealand has supplied around 22 per cent of international dairy produce.

The board says it will be able to sell virtually all its additional milk this season - until June. This is in contrast to last year, when a late surge in production left a carry-over of stocks that had to be squeezed into this season's sales, and which explain the 8 per cent jump by New Zealand in the international dairy sales league stakes.

The board expects to begin the new season in July in a strong position with minimal stocks. This should remove pressure from the international dairy markets.

The bad news for New Zealand dairy farmers is that the unexpected increase in production has meant that much of the extra milk had

to be sold in the lower price world commodity markets, reversing the trend of recent years when the board had sold more to branded and specialised dairy markets.

"We can cope in finding premium returns for specialised products in an average year when we have a 3 or 4 per cent rise in production," Dairy Board spokesman Neville Martin said. "This year has shown that we can't manage to do that faced with a 10 per cent plus rise in production."

Most of the increased production was sold to Russia and North Africa with much ending up in the recombining trade for milk production.

Overseas price trends have not helped the board's marketing efforts. The price of bulk butter on world markets has slipped by around 30 per cent with that of milk powder falling by about 10 to 12 per cent since the end of last year, although prices have since stabilised.

The board is predicting a total payout this season of around NZ\$3.15 to NZ\$3.20 a kilo of milk solids - well down on last season's NZ\$3.60 a kg.

## Russia fears cloud palladium

## MARKETS REPORT

By Gary Mead

Nervousness over delivery of Russian exports yesterday clouded palladium trading in the US and London - where the early-morning fix saw the precious metal start the day \$3.25 above its Wednesday afternoon figure, to \$160.25 an ounce, a 21-month peak.

However, a measure of calm later descended, after reports from the Russian finance ministry that long delays in exports to Japan - a big consumer of the metal

might soon be unmarred. By early afternoon the price in London had retreated to \$155.50 an ounce, while early trading on Nymex in the US saw it fall \$4.95 to \$154.50.

A degree of uncertainty nevertheless persisted, particularly in the US, where the price hitting \$190-\$200 an ounce by the end of the year.

But analysts in London viewed the delays in exports from Russia - the biggest palladium producer - as resulting more from bureaucratic factors than any attempt to manipulate the market.

Oil prices slipped in London yesterday, with the price of Brent Blend for May delivery crumbling to \$17.54 a barrel, a new nine-month low, in mid-afternoon trading on the International Petroleum Exchange. Brent May later recovered to \$17.73 - 2 cents down on Wednesday's close - but dealers continued to feel bearish in the context of recent output increases from members of the Organisation of Petroleum Exporting Countries and non-Opec producers.

On the London International Financial Futures Exchange May robusta coffee futures failed to hold on to early gains and ended the day unchanged at \$1.58, while July added \$2 to close at \$1.585.

On the same exchange, cocoa recovered some of the ground lost in the past week, with the May contract closing \$20 higher at \$1,022 a tonne and July gaining \$28 to finish at the day at \$1,018.

In the US yesterday cocoa futures rose sharply in early trading, with dealers ascribing the move to speculative buying; by midday, May futures were up \$27 a tonne to \$1,407 and July had gained \$22 to \$1,442.

By Nikki Tait in Sydney

Miners in Western Australia face a gold royalty from the beginning of 1998, the state government announced yesterday.

This will be levied at an initial rate of 1.25 per cent, but increase to 2.5 per cent in the 1999/2000 financial year. The first 1,000 ounces of gold produced by any project will be exempt from the tax.

The state government, which made the announcement as part of its annual budget, said it expected the

industry to determine the final framework of the royalty.

But the move is likely to generate a furious outcry from gold producers, who claim that they are already battling depressed prices, increasing production costs and problems associated with native title claims.

Last month, Mr John Quinn, managing director of Newcrest Mining, said that the introduction of a royalty could "reduce the industry's international competitiveness" and have "long-term, serious implications for the state". The industry has also

argued the tax will deter marginal production, and probably lead to a reduction in exploration expenditure.

The WA gold mining industry produced around 215 tonnes last year, and has traditionally accounted for about three-quarters of Australia's gold output. The state has almost 500 gold producers, although as many as 400 are very small operations, often involving only a couple of people.

Other Australian states already levy taxes on gold production - ranging from 2 per cent in Queensland to 5 per cent in South Australia.

## COMMODITIES PRICES

## BASE METALS

## LONDON METAL EXCHANGE

(Prices from Associated Metal Trading)

## ■ ALUMINUM, 63.7% PURITY (\$ per tonne)

Closes 1553.5-5.45 1568.85  
Previous 1554.5-5.5 1569.90  
High/low n/a n/a  
AM Official 1552.32.5 1567.67.5  
Kerb close n/a n/a  
Open int. n/a  
Total daily turnover n/a

Closes

1552.32.5 1567.67.5

High/low

n/a n/a

AM Official

1440.50 1479.80

Kerb close

n/a

Open int.

n/a

Total daily turnover

n/a

■ LEAD (\$ per tonne)

Closes 843.44 847.48  
Previous 847.40 850.50  
High/low n/a n/a  
AM Official 643.43.5 647.48  
Kerb close n/a n/a  
Open int. n/a  
Total daily turnover n/a

Closes

847.40 850.50

High/low

n/a n/a

AM Official

7354.55 7455.56

Kerb close

n/a

Open int.

n/a

Total daily turnover

n/a

■ TIN (\$ per tonne)

Closes 731.30 7420.30  
Previous 729.30 7420.70  
High/low n/a n/a  
AM Official 7354.55 7455.56  
Kerb close n/a n/a  
Open int. n/a  
Total daily turnover n/a

Closes

7420.30

High/low

n/a n/a

AM Official

7354.55

Kerb close

n/a

Open int.

n/a

Total daily turnover

n/a

■ COPPER (\$ per tonne)

Closes 5870.80 5705.10  
Previous 5740.50 5770.75  
High/low n/a n/a  
AM Official 5885.70 5725.30  
Kerb close n/a n/a  
Open int. n/a  
Total daily turnover n/a

Closes

5725.30

High/low

n/a n/a

AM Official

5885.70

Kerb close

n/a

Open int.

n/a

Total daily turnover

n/a

■ ZINC, special high grade (\$ per tonne)

Closes 1230.32 1235.57  
Previous 1230.40 1234.50  
High/low n/a n/a  
AM Official 1235.35 1260.61  
Kerb close n/a n/a  
Open int. n/a  
Total daily turnover n/a

Closes

1235.35

High/low

n/a n/a

AM Official

1235.35

Kerb close

n/a

Open int.

n/a

Total daily turnover

n/a

■ TIN (S per tonne)

Closes 224.14 220.41  
Previous 235.70 220.89  
High/low n/a n/a  
AM Official 233.40 229.30  
K

## FT MANAGED FUNDS SERVICE

Offshore Funds

• FT Cityline Unit Trust Prices are available over the telephone. Call the FT Cityline Help Desk on (44 171) 873 4378 for more details.

## OFFSHORE AND OVERSEAS

## BERMUDA (SIB RECOGNISED)

Intra-Bermuda

### ET MANAGED FUNDS SERVICE

## Offshore Funds and Insurances

● FT Cityline Unit Trust Prices are available over the telephone. Call the FT Cityline Help Desk on (+44 171) 873 4378 for more details.

**FT MANAGED FUNDS SERVICE**

- FT Cityline Unit Trust Prices are available over the telephone. Call the FT Cityline Help Desk on (+44 171) 873 4378 for more details.



gērald' genta

19, rue de Saint-Jean – case postale 120, CH-1211 GENÈVE 18  
Tél. (41) 22 344 82 20 – Fax (41) 22 345 14 88

Tel.(41) 22 344 87 20 - Fax (41) 22 345 14 88

## FUNDS

**MANAGED FUNDS NOTES**

Prices are in pence unless otherwise indicated. Those designated **S** are not paid until 1985 U.S. dollars.

Yields 1% allow for all buying expenses.

Prices of certain other investment funds, please refer to capital gains tax on sales.

**1.1** Funds not SISI registered. The regulatory authority is the Central Bank of Ireland.

**2.1** Bank of Ireland - Dublin, Belfast, Cork, Limerick, Derry, Galway - Economic Monetary Authority.

**Guernsey** - Financial Services Commission

**Ireland** - Central Bank of Ireland/Department of Enterprise and Employment

**Jersey** - Financial Supervision Commission

**London** - Financial Services Department

**Luxembourg** - Institut Monétaire Luxembourgeois, Luxembourg - Charge made on units of units.

**Malta** - Charge made on units.

**Monaco** - Charge made on units.

**Spain** - Price or Index price.

**SIC** - Open Ended Investment Company.

**Time** - The time shown alongside the fund management name is the time of the fund's valuation price as indicated by one of the following symbisms:

(P) 0900 to 1100 hours

(B) 1100 to 1400 hours

(H) 1400 to 1700 hours

(M) 1700 to midnight

E End charge on sale of units.





## LONDON STOCK EXCHANGE

## FTSE 100 moves back over the 4,300 level

## MARKET REPORT

By Steve Thompson,  
UK Stock Market Editor

A strong push by the utilities stocks came to the rescue of a London equity market which had at first looked destined for another day of inactivity.

Utilities occupied the top six places in the FTSE 100 performance table and provided no less than six of the best performing stocks in the FTSE 250.

The surge in the stocks came after a report of a rift between Mr Tony Blair, the Labour leader, and Mr Gordon Brown, shadow chancellor of the exchequer, over

the scope and size of the proposed windfall profits tax on the companies.

Outside that area, the stock market was quietly steady, unsettled initially by Wall Street's overnight retreat, which confirmed the fears of the more cautious observers that the US market might have seen the end of its recent rally.

The Dow Jones Industrial Average closed 45 points down on Wednesday evening and was looking easier again at the start of trading in New York yesterday, after the weekly jobless claims and ahead of today's news on producer prices and retail sales for March. Fears abound

that the US Federal Reserve might nudge US interest rates up again after the next FOMC meeting, scheduled for May 20.

On the domestic front, the regular monthly meeting between Mr Kenneth Clarke, chancellor of the exchequer, and Mr Eddie George, governor of the Bank of England, took place in Nottingham. Dealers said no change in UK interest rates is expected to follow the meeting but warned that UK rates are expected to be increased by as much as 50 basis points shortly after the general election on May 1.

By the close the FTSE 100 index had comfortably regained the 4,300 level, finishing a net 20.9 higher at 4,312.2, a two-day gain of 43.9. The FTSE 250 improved at a more sedate pace, edging up 4.7 to 4,544.3, while the SmallCap lifted 4.7 to 2,295.6.

Unhappily, for the City's marketmakers and dealers the gains in share prices were not accompanied by any meaningful upturn in retail business, that is, from commission-paying institutions. Turnover yesterday was FTSE 100 and other stocks.

The market's rise, senior traders said, had been exaggerated by the first signs of some forced buying by fund managers still running substantial underweight positions in UK stocks. Vague

rumours of a bid in the food manufacturing sector were viewed as unlikely.

In a general review of European equity markets, BZW's strategy team said: "UK equities are cheaper than the northern continental European markets, against both earnings and bonds." But the team expressed concern about loose inflation targeting policy.

The broker added that "until the economy, particularly the service sector, is seen to slow or the inflation targeting policy mix changes, the market should be on an underweight. Off course valuations, however, we would be looking to increase this."

## Utilities race higher

By Peter John, Joel Kibasso and Gary Mead

Utility stocks led the market higher on optimism about the level of a Labour windfall tax, a couple of broker recommendations and a significant shortage of available stock.

One news report said Mr Tony Blair, the Labour leader, wanted the overall amount raised by a one-off tax to be no greater than £5bn. This was seen as effectively putting a cap on the tax which some analysts had previously forecast as coming in up to £10bn.

More cautious sector specialists pointed out, however, that Mr Gordon Brown, the shadow chancellor, maintained a higher target range.

But senior fund managers were apparently sufficiently enthused by the report to pile into leading power and water stocks.

And their optimism was helped by recommendations from several brokers - most recently NatWest Securities and Schroders. Recommendations have given a big boost to a number of stocks over the past few weeks. For example, United Utilities has leapt more than 10 per cent since the end of March.

And buying during a time when marketmakers are ner-

vous about carrying too much stock has created severe shortages and is exacerbating share price moves.

Yesterday, United Utilities gained 2.6% to 570p. PowerGen 2.5% to 633p, Scottish Power 1.2% to 383p. Severn Trent 1.7% to 736p and National Power 1.2% to 527p.

BT, which may be exempted from the windfall tax, gained 9 to 442p on speculation that Spain's Espana may choose MCI Communications as a US partner. SGST and SBC Warburg were also said to have repeated strong "buy" advice on the shares.

BAT Industries dipped on further disappointing news about tobacco sales in the US.

A US judge restated an investors' lawsuit against Philip Morris that claims the company hid negative information about smoking from investors.

BAT shares fell 6% to 510p, having fallen 11 per cent since mid-March when it became a US rival, became the first tobacco company to admit smoking was addictive and could cause cancer.

Glaxo Wellcome sparked 20 higher to 511.08p on upbeat news about Phase III trials of its Lamivudine drug. Glaxo said the trial was "extremely encouraging".

Analysts forecast Lamivudine, which treats chronically affected hepatitis-B sufferers, could bring annual sales of between \$300m and \$500m from launch.

Lamivudine has been the subject of study in several clinical trials for patients

who require a liver transplant as a result of chronic hepatitis-B infection.

Further estimates on the drug's sales prospects range from around £200m a year to over £1bn.

Buyers returned to Smiths Industries yesterday, helping the shares bounce 5 to 570p. The group reported improved first-half profits on Wednesday but saw the shares decline as a large investor decided to take profits in the stock.

Analysts and market specialists dismissed vague market talk of Associated British Foods bidding for sweeteners group Tate & Lyle. One analyst said simply: "Such talk is rubbish. Anyway, I can't see one group being allowed to control such a large part of the British sugar sector."

Shares in the former

closed 1% lighter at 528p on

A two-way pull in engineering group FKI left the shares 5 lighter at 1856p. UBS issued a buy recommendation on the stock. In a detailed note to clients, the broker said: "The current year P/E (price earnings ratio) relative of 77 undervalues the group's prospects relative to its peers. Our short-term targets is a P/E relative of 90-95, giving upside of 20-25 per cent, even before probable bolt-ons and non-core disposals."

Analysts and market specialists dismissed vague market talk of Associated British Foods bidding for sweeteners group Tate & Lyle. One analyst said simply: "Such talk is rubbish. Anyway, I can't see one group being allowed to control such a large part of the British sugar sector."

Shares in the former

closed 1% lighter at 528p on

## FTSE 30 INDEX

Apr 10 Apr 9 Apr 8 Apr 7 Apr 6 Apr 5 Apr 4 Apr 3 Apr 2 Apr 1

High 2653.4 2649.0 2642.4 2638.8 2617.4 2604.4 2591.4 2586.8

Low 2653.4 2649.0 2642.4 2638.8 2617.4 2604.4 2591.4 2586.8

Ord. div. yield 3.80 3.90 3.92 3.92 3.95 3.95 4.22 3.76

P/E ratio net 17.03 17.00 16.94 16.92 16.82 16.85 16.09 15.80

P/E ratio all 16.88 16.85 16.84 16.82 16.81 16.80 16.50 16.51

FTSE 30 since constituents: high 2514.1 10/03/97; low 404.2 26/09/90; Bas. Date: 1/7/95

FTSE 30 since constituents: high 2514.1 10/03/97; low 404.2 26/09/90; Bas. Date: 1/7/95

FTSE 30 since constituents: high 2514.1 10/03/97; low 404.2 26/09/90; Bas. Date: 1/7/95

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## **NEW YORK STOCK EXCHANGE PRICES**

# BE OUR GUEST

The logo for ibis hotel restaurant. It features the word "ibis" in a stylized, lowercase, italicized font inside a dark rectangular box. Above the box, there is a small graphic of a crown or floral arrangement. Below the box, the words "hotel • restaurant" are written in a bold, lowercase font. Underneath that, the text "When you stay with us" is in a smaller, lowercase font, followed by "in LUXEMBOURG" in a bold, uppercase font.

with your complimentary copy of the  
**FT**  
**FINANCIAL TIMES**

4 per class April 10

## NYSE PRICES

Continued from previous page

Stock	Div.	Y	W	Mo	High	Low	Close	Chg.	Per cent	Stock	Div.	Y	W	Mo	High	Low	Close	Chg.	Per cent
504, 495, SEC Com	1.78	84	18	100000	500	514	52	-1	-	1007	12	12	12	12	12	12	12	-1	-
250, 242, Sec Corp	1.52	62	11	20000	200	204	202	-2	-1	254, 243, Technology	1.12	4.5	14	472	204	204	204	-1	-
8, 75, Software	0.2	32	37	7	84	84	84	-1	-1	200, 191, Telecommunications	0.82	1.1	10	100000	500	500	500	-1	-
42, 23, Software	0.34	34	47	51	51	51	51	-1	-1	195, 194, TeleTech	1.17	1.7	18	70	70	70	70	-1	-
125, 10, Software	1.25	12	12	12	12	12	12	-1	-	200, 110000	110000	110000	110000	110000	110000	110000	110000	-1	-
125, 10, Software	1.62	14	18	100000	100000	100000	100000	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
42, 23, Software	0.12	12	12	335	324	324	324	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
350, 250, Software	0.9	19	13	325	314	314	314	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
10, 75, Software	0.24	25	120	154	154	154	154	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
124, 12, Software	0.64	14	27	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
125, 12, Software	0.84	14	27	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
125, 12, Software	0.77	18	13	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
105, 105, Software	1.46	42	20	154	154	154	154	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
242, 24, Software	0.8	12	12	12	12	12	12	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
48, 25, Software	0.27	27	100	100	100	100	100	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
50, 44, Software	0.92	19	14	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
125, 125, Software	1.20	17	15	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
234, 17, Software	1.10	19	11	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
234, 17, Software	1.10	19	11	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
234, 17, Software	1.10	19	11	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
234, 17, Software	1.10	19	11	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
234, 17, Software	1.10	19	11	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
234, 17, Software	1.10	19	11	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
234, 17, Software	1.10	19	11	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
234, 17, Software	1.10	19	11	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
234, 17, Software	1.10	19	11	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
234, 17, Software	1.10	19	11	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
234, 17, Software	1.10	19	11	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
234, 17, Software	1.10	19	11	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
234, 17, Software	1.10	19	11	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
234, 17, Software	1.10	19	11	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
234, 17, Software	1.10	19	11	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
234, 17, Software	1.10	19	11	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
234, 17, Software	1.10	19	11	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
234, 17, Software	1.10	19	11	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
234, 17, Software	1.10	19	11	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
234, 17, Software	1.10	19	11	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
234, 17, Software	1.10	19	11	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
234, 17, Software	1.10	19	11	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
234, 17, Software	1.10	19	11	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
234, 17, Software	1.10	19	11	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
234, 17, Software	1.10	19	11	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
234, 17, Software	1.10	19	11	204	204	204	204	-1	-	216, 195, Telecom	0.91	2.2	71	71	71	71	71	-1	-
234, 17, Software	1.10	19	11	204	204	204	204	-1	-										

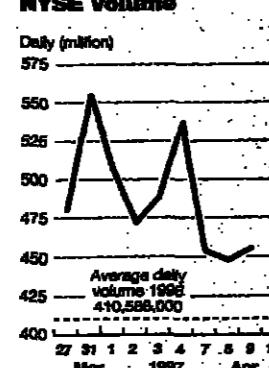
## Dow hit by share slide for Sears

## AMERICAS

Technology shares continued to slide while blue chips were mostly flat as a number of larger companies reported earnings that were generally in line with expectations, writes Lisa Bransten in New York.

After falling for much of February and March, the technology-rich Nasdaq

## NYSE volume



composite had begun to rebound in April, but yesterday it resumed its downward course. By early afternoon, the Nasdaq was 11.52 lower at 1,237.81, and the Pacific Stock Exchange technology index, which contains Nasdaq and NYSE-traded shares, was off 1 per cent.

At 1pm, the Dow Jones Industrial Average was off 15.45 at 6,543.36 and the Standard & Poor's 500 shed 1.97 at 758.63. NYSE volume was 229m shares.

A sharp drop in Sears Roebuck weighed heavily on the Dow. The retailer fell \$3 or 6 per cent at \$477 after it admitted it had shown "flawed legal judgment" in seeking to collect on credit card debts from debtors who had filed for bankruptcy protection.

Two components of the Dow - General Electric and JP Morgan - reported first-quarter earnings. General Electric lost \$3 at \$101.40 on earnings of \$1.02 per share, exactly in line with estimates, and JP Morgan lost

\$3 at \$38 on earnings of \$2.04 per share, 12 cents ahead of expectations.

Chrysler was unchanged at \$30 after reporting first-quarter earnings of \$145 per share, a cent ahead of expectations.

Quaker Oats fell \$4 at \$38.5, although it announced that it expected first-quarter results to be modestly better than analysts' forecasts because of strong sales growth in its Gatorade drink. The company forecast first-quarter earnings per share at least equal to the 22 cents made in the same period last year and above the consensus estimate of 18 cents.

Large capitalisation technology shares slumped. Intel lost \$4 at \$138.4. Microsoft gave up \$24 at \$95.7. Cisco Systems was \$1.4 weaker at \$32.9 and Oracle gave up \$1.4 at \$37.4.

TORONTO traded narrowly, adding to the declines of the past two sessions with a 3.01 dip to 5,795.70 on the 300 composite index at the noon calculation.

Gold pushed higher and Alcan Aluminum, hit by base metal price worries recently, staged a modest rally ahead of the announcement of first-quarter results. But most leaders were easier in what dealers described as thin, mostly directionless trade.

There was a flurry among high-tech stocks when PC Doctor International ran into heavy selling after a severe profits warning. The company predicted third-quarter results down from 19 cents to 2 cents, and the shares tumbled \$1.70 to C\$1.70 on C\$24.55.

Barrick Gold gained 75 cents to C\$3.8 and Placer Dome put on 45 cents to C\$24.55. Alcan Aluminum gained 30 cents to C\$43.70. Banks were weak. Toronto-Dominion Bank shed 10 cents to C\$36.30 and Royal Bank of Canada came off 5 cents to C\$33.50. Among conglomerates, Canadian Pacific eased 5 cents to C\$32.90.

## Mexico City slips back

Leading Latin American bourses edged lower. MEXICO CITY was a fair representation of the morning's trading, moving ahead at the opening bell but quickly receding as dealers cast around for a lead following an upwards jerk for money market rates.

At midsession the IPC index was off 25.85 at 3,771.45. Telmex stayed on the upside, adding 10 centavos to 15.80 pesos following

further gains on Wall Street for the ADRs. But media group Televisa had a bad morning, diving 1.30 pesos to 10.10 pesos.

Buenos AIRES opened lower and by midsession the Merval index was down 1.03 at 71.95.

SAO PAULO suffered further modest profit-taking after the recent sharp gains for telecoms stocks. At mid-session the Bovespa index stood at 9,759, down 60.

## S Africa lacks direction

Shares in Johannesburg continued to trade quietly with dealers reporting a lack of direction ahead of today's US inflation data. The all-share index came off 3.4 to 7,045.1.

The pattern was the reverse of Wednesday when industrials rallied modestly but golds faltered. The industrial index ended off 6.2 at 8,243.7 while golds

edged 1.8 higher to 1,311.1.

Traders reported a lack of investor interest, not helped by economic uncertainty in the US and with the rand slipping to a five-week low in the foreign exchanges.

Among industrials, Bremont moved higher, adding 50 cents to R57.25. In golds, Vaal Reefs added R15.00 to R27.8 and Dries put on 50 cents to R42.20.

Securities houses were mixed, with some brokers managing to sustain early

## FT/S&amp;P ACTUARIES WORLD INDICES

Country	US Index	Day's Change %	Pound Index	Yen Index	DM Index	Currency Index	% chg on day	Local Index	Global Index	TUESDAY APRIL 8 1997			DOLLAR INDEX			
										US Index	Yen Index	DM Index	Currency Index	2 week	52 week	ago
America (78)	217.76	-1.1	100.89	174.17	194.70	185.22	-1.0	4.10	216.48	180.77	171.55	181.95	193.43	225.77	182.44	198.98
Austria (24)	175.52	-0.5	183.04	142.77	159.80	150.55	-0.3	1.94	180.01	142.59	143.65	160.12	180.12	210.50	185.04	180.80
Belgium (28)	200.49	0.0	210.50	208.09	201.94	204.54	0.4	3.54	220.53	210.54	210.57	205.05	200.80	241.54	205.89	208.00
Brazil (30)	246.21	0.2	224.85	195.90	220.12	217.95	0.2	1.06	245.65	224.54	218.93	216.51	248.48	247.23	149.21	149.89
Canada (114)	183.37	-0.2	167.47	145.65	163.94	184.27	-0.2	2.11	183.75	167.84	148.88	163.47	184.84	203.31	154.12	158.50
Denmark (22)	358.02	0.5	326.14	284.72	319.30	317.19	1.0	1.68	354.15	323.44	226.47	315.00	314.08	378.59	281.89	255.84
Finland (28)	254.71	1.1	203.86	227.89	274.60	1.6	1.68	252.23	230.35	201.18	224.35	270.41	285.88	174.47	174.47	
France (41)	200.04	-0.9	199.04	199.04	197.00	197.00	1.4	2.73	201.00	177.55	171.55	191.55	194.27	223.25	180.84	195.87
Germany (59)	107.83	0.4	180.67	178.00	177.00	177.00	0.5	1.29	107.12	150.00	145.00	145.00	107.12	127.00	164.47	172.85
Hong Kong (45)	451.07	0.2	411.98	393.74	403.28	445.74	0.2	3.98	446.95	410.93	358.98	401.25	447.68	574.49	407.25	427.43
Indonesia (27)	224.28	0.1	204.83	179.27	202.52	200.90	0.0	1.81	224.17	204.72	178.79	192.40	230.00	230.00	173.97	173.97
Ireland (16)	37.48	0.3	299.07	261.90	292.78	298.04	1.0	3.18	324.81	286.51	259.95	268.90	295.20	343.35	264.44	265.45
Italy (58)	86.89	0.7	79.38	86.49	77.69	110.15	1.2	2.16	86.26	78.78	68.80	78.73	108.77	96.32	73.28	73.97
Japan (48)	109.05	-1.8	99.59	87.21	97.50	67.21	-1.6	0.89	110.05	101.45	88.80	98.81	88.81	164.85	102.80	154.50
Malaysia (107)	577.85	0.2	527.75	482.16	516.84	557.28	0.2	1.15	576.94	529.45	459.75	512.74	553.35	608.00	212.50	246.73
Mexico (7)	138.00	0.3	124.61	105.10	121.85	117.25	1.0	1.17	138.41	124.50	105.25	120.25	117.27	144.58	111.00	118.03
New Zealand (14)	78.02	1.0	32.97	21.57	32.97	32.97	1.0	2.21	78.02	78.02	78.02	78.02	78.02	256.10	357.18	278.00
Norway (41)	297.79	0.3	271.96	228.16	282.04	282.04	0.8	2.18	286.92	271.17	226.92	264.12	271.77	321.22	228.00	238.00
Philippines (22)	175.21	0.0	160.01	140.12	156.84	223.25	0.0	0.78	171.20	160.01	138.74	155.85	170.25	207.00	164.47	172.85
Singapore (43)	399.99	-0.5	365.30	319.89	357.61	265.65	-0.5	1.08	402.07	367.20	320.89	357.95	267.00	448.15	371.28	457.95
South Africa (3)	369.71	0.3	328.52	287.68	321.60	349.92	0.3	2.40	356.69	328.49	256.55	319.98	347.92	381.77	301.49	365.33
Spain (35)	214.53	0.5	195.92	171.57	191.80	235.91	1.0	2.68	213.38	194.87	170.19	185.81	238.92	228.16	171.08	172.50
Sweden (49)	417.86	-1.1	381.82	334.18	373.58	475.01	-0.7	2.18	422.65	386.00	337.71	375.92	448.15	384.00	334.00	344.00
Switzerland (46)	254.84	0.9	222.68	203.98	227.93	220.95	1.0	1.21	262.05	230.77	201.54	224.77	230.34	262.41	229.35	244.28
Thailand (43)	276.29	-0.5	221.15	222.56	248.80	254.15	-0.5	0.97	276.08	258						